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ABSTRACT

This report is the fourth in a series covering salary schedules used in 2-year institutions. The salary schedules reported cover 40,970 full-time faculty members representing 59.4% of total full-time faculty in 2-year colleges in 1970-71. The report's first section contains an overview of the characteristics of the salary schedules in the 416 public and 34 nonpublic 2-year colleges, followed by detailed reviews of scheduled minimum and maximum salaries, increment structures, and salaries scheduled statewide. The next section provides a listing by institution of scheduled minimum and maximum salaries and numbers of increments for those institutions not withholding permission for the publishing of these data. The last section provides examples of some representative comprehensive schedules. The unit of information in this report is the institution, rather than the individual faculty member. Thus, when information is interpreted to apply to faculty personnel, it should be weighted toward conditions in the larger institutions. (Author/AL)

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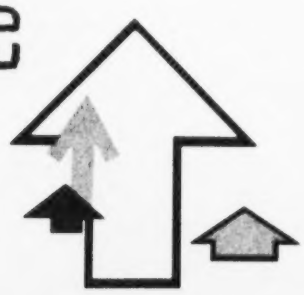

Higher Education Series

RESEARCH REPORT 1971-R9

Faculty Salary Schedules in Community-Junior Colleges, 1970-71

JC 720 017

UNIVERSITY OF CALIF.
LOS ANGELES

JAN 27 1972

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Research Report 1971-R9: *Faculty Salary Schedules in Community-Junior Colleges, 1970-71*

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CONTENTS

Foreword 4

Introduction 5

I. Contents of Salary Schedules 7

II. Scheduled Minimum and Maximum Salaries 11

III. Scheduled Salary Increments 27

IV. Salaries Scheduled for Faculty in 2-Year Institutions 30

V. Examples of Salary Schedules 40

FOREWORD

THIS REPORT, *Faculty Salary Schedules in Community-Junior Colleges, 1970-71* reviews current salary scheduling practices in a rapidly expanding segment of American education. The salary schedule materials of these institutions vary widely in format and coverage of the policies which, in turn, differ widely in scope and structure. The user of these data should be aware of the limitations described in the report and take them into consideration when making interpretations.

This report provides useful information about salary schedules and policies related to the salary schedule structure, seven examples of the texts of salary schedules containing comprehensive statements of policies, and identification of scheduled minimum and maximum salaries in each 2-year institution. The examples are included only for illustration; no endorsement or approval of the schedules or policies by the National Education Association or by the NEA Research Division is implied.

The NEA Research Division is grateful to the administrators of the institutions who provided the basic data for this study, and expresses its special appreciation to the seven selected institutions that gave permission to have their salary schedules and policies reproduced in this report.

This study was prepared by William S. Graybeal, Assistant Director, with the assistance of Nina C. Simmons, Staff Associate, and the various units of the NEA Research Division.

GLEN ROBINSON, Director
Research Division

INTRODUCTION

THIS REPORT is the fourth in a series covering salary schedules used in 2-year institutions. (Salary schedules of 4-year institutions are reported in a separate study.) The information given here is derived from the salary schedules supplied by the 2-year colleges in connection with the 1970-71 survey, Salaries Scheduled, Formal Procedure for Faculty Involvement, and Faculty Load.

The salary schedules reported in this study cover 40,970 full-time faculty members. They represent 59.4 percent of total full-time faculty in 2-year colleges in 1970-71.

The first section of this report contains an overview of the characteristics of the salary schedules in the 416 public and 34 nonpublic 2-year colleges, followed by detailed reviews of scheduled minimum and maximum salaries, increment structures, and salaries scheduled state-wide. The next section provides a listing by institution, of scheduled minimum and maximum salaries and numbers of increments for those institutions not withholding permission for the publishing of these data. The last section provides examples of some representative comprehensive schedules.

In the 1970-71 survey questionnaire the salary schedule was defined as an officially adopted schedule which designates minimum and maximum salaries for each rank, and generally also designates the number and amounts of salary increments for faculty members of each rank. Materials forwarded by some institutions were not used in this report because they did not identify the minimum and maximum salaries for at least two preparation levels or ranks.

Some of the 2-year institutions whose salary schedules are summarized in this report are not among those responding to the questionnaire on salaries scheduled. Schedules from these institutions have been included in this report for the following reasons: (a) The institution is covered by a state-wide schedule which has been included in this study. (b) The institution is a part of a community college district for which a salary schedule has been received. (c) Institutions not participating had reported their salary schedules in earlier editions of this series and sent the 1970-71 schedule upon request.

The Schedules

The scheduled salaries in 2-year institutions are structured on levels of academic preparation completed or faculty ranks, or both. As shown below, two-thirds of the public institutions (277 of 416 institutions) base scheduled faculty salaries upon level of educational preparation. The four most widely used levels (doctorate, master's degree plus one year, master's degree, and bachelor's degree) are reviewed throughout this report. The use of academic preparation as the base for scheduled salaries is most prevalent among the largest public 2-year institutions.

The following is a percentage distribution of 2-year institutions by the base of their salary schedules with the information grouped by size of institutional enrollment:

Enrollment	Schedule based on: Preparation level	Schedule based on: Faculty rank	Total[a]: Number	Total[a]: Percent
Under 1,000 ...	66.0%	39.2%	194	105.2
1,000 to 1,999 .	63.5	41.3	104	104.8
2,000 or more ..	70.3	32.2	118	102.5
All institutions	66.6	37.7	416	104.3

[a] The total number of salary schedules is smaller than the sum or the schedules based on preparation and on faculty rank because 18 schedules use *both* of these structures (10 in institutions enrolling under 1,000; 5 in institutions enrolling 1,000 to 1,999; and 3 in institutions enrolling 2,000 or more).

The schedules of 18 public institutions contain a structure which provides for minimum and maximum salaries for both the level of educational preparation and faculty rank. More than one-half of these dual structured schedules are found in the smallest institutions.

Of the 34 nonpublic 2-year institution schedules in this summary, slightly more than one-half (52.9 percent) use faculty rank as the basis for the salary schedule.

Regional distributions of the 2-year institutions by control, size, and basis for salary scheduling are provided in Table 1. One-third of all 2-year institutions having salary schedules are in the West. One-third of the public institutions having salary schedules are in the West, but this region contains the smallest percentage (5.9 percent) of the nonpublic institutions having schedules. Public institutions having schedules based on academic preparation are largely in the West, and to a lesser extent, in the Middle states. Public institutions having schedules based on faculty rank are clustered heavily in the Northeast. Almost three-fourths of the nonpublic 2-year institutions having salary schedules are also in the Northeast.

The summary below shows that the distribution of public 2-year institutions by size of enrollment is about the same for institutions basing their schedules on academic preparation as for institutions basing their salary schedules on faculty rank. It also shows that about three-fifths of the faculty are employed in the large institutions which comprise less than three-tenths of the total group.

The unit of information in this report is the *institution,* rather than the *individual faculty member.* Thus, when information is interpreted to apply to faculty personnel, it should be weighted toward conditions in the large institutions.

The schedules of 22.8 percent of the public 2-year institutions in eight states are part of a state-wide salary schedule which appears to apply to all public 2-year colleges within a state. Additional states may have state-wide policies governing the salary schedules of public institutions, but these were not obvious from the individual schedules analyzed.

Institution group by enrollment	Institutions		Faculty	
	Number	Percent	Number	Percent
SCHEDULE BASED ON ACADEMIC PREPARATION				
Under 1,000	128	46.2%	4,589	18.8%
1,000-1,999	68	24.6	5,437	22.3
2,000 or more ..	81	29.2	14,389	58.9
Total	277	100.0%	24,415	100.0%
SCHEDULE BASED ON FACULTY RANK				
Under 1,000	76	48.4%	2,912	17.6%
1,000-1,999	43	27.4	3,714	22.4
2,000 or more ..	38	24.2	9,929	60.0
Total	157	100.0%	16,555	100.0%

TABLE 1. -- REGIONAL DISTRIBUTION OF 2-YEAR INSTITUTIONS HAVING SALARY SCHEDULES, BY CONTROL AND BY BASIS OF SCHEDULED SALARIES

REGION[a]	SALARY SCHEDULE BASED ON ACADEMIC PREPARATION		SALARY SCHEDULE BASED ON FACULTY RANK		TOTAL		GRAND TOTAL
	PUBLIC	NONPUBLIC	PUBLIC	NONPUBLIC	PUBLIC	NONPUBLIC	
1	2	3	4	5	6	7	8
NORTHEAST	2.5%	25.0%	56.7%	72.2%	22.1%	50.0%	24.1%
SOUTHEAST	16.2	31.3	19.7	5.6	17.5	17.6	17.5
MIDDLE	33.6	37.5	12.1	16.7	25.8	26.5	25.9
WEST	47.7	6.3	11.5	5.6	34.6	5.9	32.5
TOTAL PERCENT	100.0%	100.1%	100.0%	100.1%	100.0%	100.0%	100.0%
NUMBER REPORTING	277	16	157	18	434[b]	34	468[b]

[a] *NORTHEAST:* Connecticut, Delaware, District of Columbia, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont. *SOUTHEAST:* Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, West Virginia. *MIDDLE:* Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin. *WEST:* Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oklahoma, Oregon, Texas, Utah, Washington, Wyoming.

[b] Includes 18 public institutions counted twice because their schedules are based on both academic preparation and faculty rank.

I. CONTENTS OF SALARY SCHEDULES

THE MATERIALS sent in response to the request for a copy of the salary schedule varied from a copy of the faculty handbook to a handwritten series of figures in the margin of the questionnaire giving the ranges of salaries at each rank. As a result, the summary in this section should be interpreted in very general terms because it is likely that many institutions have statements of policy in several of these salary schedule-related areas but did not forward them with the statement of their current minimum and maximum salaries.

Almost all (92.8 percent) public institutions basing their schedules on educational preparation provide for increments, as shown in Table 2. This characteristic is less prevalent in the public institution schedules based on faculty rank (49.0 percent) and in the nonpublic institution schedules based on academic preparation (50.0 percent). It is least prevalent in the schedules of nonpublic institutions based on faculty rank (38.9 percent).

While many schedules show the number and/or amounts of increments, the documents may either advise the faculty that the increments are not necessarily awarded annually, make no commitment about the conditions required for the increments, or clearly specify that the increment structure provides an annual increment for faculty whose service is satisfactory. The clear commitment to an annual increment for faculty with satisfactory service is given in 1 public institution schedule in 10 based on educational preparation (9.7 percent) and in only 1 institution in 20 (5.0 percent of the public and 5.6 percent of the nonpublic) where the salary schedule is based on faculty rank. None of the 16 nonpublic institution schedules based on educational preparation indicated an annual increment would automatically be given to faculty with satisfactory service.

The schedules of more than one-fifth (21.7 percent) of the public institutions basing the salary schedule on educational preparation identify the presence and qualifications needed for merit or longevity increments. This provision is only slightly more than one-half as prevalent in the schedules based on faculty rank (12.1 percent). Among nonpublic institutions having schedules based on educational preparation this provision is less widely listed than among similarly based public institution schedules (6.3 percent and 21.7 percent). However, in schedules based on faculty rank the provision is about equally prevalent in nonpublic and public institutions (16.7 percent and 12.1 percent).

By definition the salary schedules provide documentation of institutional policy regarding salaries for faculty having various combinations of educational preparation or rank and experience. The summary in Table 2 shows that less than 1 percent (0.7 percent) of the public institution salary schedules based on educational preparation contain a description of requirements beyond these two factors which faculty must meet to advance in salary (to receive the standard increment, or to receive an unusual increment, or to advance in salary where an increment structure is not provided). These tend to require significant contributions to the objectives of the institution, or completion of significant research and/or publication.

The policy of the institution about the level of the initial placement of incoming faculty on the salary schedule is included in the schedules forwarded by almost three-fourths of the public institutions with schedules based on academic preparation (74.0 percent) and by more than one-fourth of the public institutions with schedules based on faculty rank (26.1 percent). The policy is listed in more than three schedules in 10 forwarded by nonpublic institutions using educational preparation (31.3 percent), but the provision is not as widespread among institutions scheduling salaries by faculty rank (22.2 percent).

About 3 public institution schedules in 5 based on educational preparation (57.0 percent) contain a statement of institutional policy about salary placement or structure for faculty in specific fields (usually the vocational or technical offerings). This type of provision is reported in the materials of only 1 in 5 (21.0 percent) institutions having schedules based on faculty rank. These policy statements tend to show the vocational or technical equivalents of various levels of academic preparation in their schedules.

A description of the minimum requirements for appointment or promotion to each rank is included in the schedules forwarded by about 3 insti-

tutions in 10 having faculty ranks (34.4 percent of public institutions and 27.8 percent of nonpublic institutions). Only 1 schedule in 20 (5.1 percent) in the public institutions and none in the nonpublic institutions specifies limits, if any, on the proportions of faculty which may have a given rank. Provision for differentiation of salaries for faculty within a given rank based on the highest level of education completed is included in the schedules of one-fifth (21.7 percent) of the public institutions but by only one-tenth (11.1 percent) of the nonpublic institutions.

About two-fifths of the public institution salary schedules (41.5 percent of those based on level of education and 42.0 percent of those based on faculty rank) and nearly the same proportion of the nonpublic institution schedules based on faculty rank (38.9 percent) contain references to the salaries to be paid to faculty having assignments different from regular instruction at the institution (extension classes, department heads, etc.). Smaller numbers of the public institution schedules (31.4 percent of those based on level of education and 30.6 percent of those based on faculty rank) refer to salary policies affecting other professional and administrative positions such as deans.

The statement of policy about salaries for employment beyond the regular academic-year contract is given in the materials forwarded by several public institutions. The provision for summer school salary is most prevalent, being included in 3 schedules in 10 based on educational preparation (30.0 percent) and about 1 schedule in 5 based on faculty rank (17.2 percent). A provision for the salary to be paid faculty employed on a 12-month contract is included in the materials forwarded by more than 1 public institution in 10 scheduling salaries by educational preparation (11.6 percent) and in about 1 in 20 public and nonpublic institution schedules using faculty rank. The special salary arrangements for athletics and other extra-class responsibilities are reported in more than one-fifth (22.4 percent) of the public institution schedules based on educational preparation but in less than one-tenth (8.3 percent) of the public institution schedules based on faculty rank.

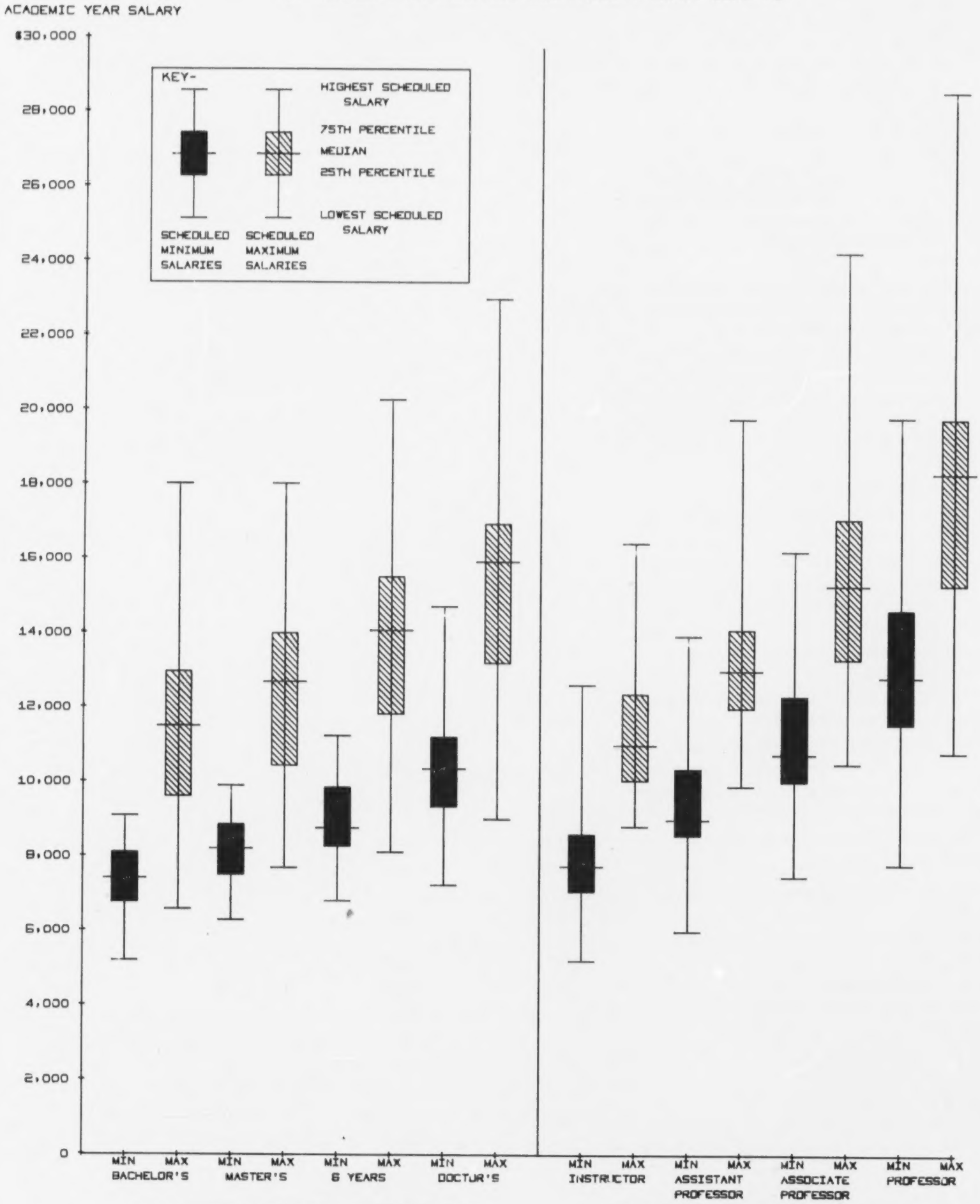
The date on which a salary schedule is officially adopted by the institution is shown in one-half the public institution salary schedules based on educational preparation (50.9 percent) and in 3 in 10 of those using faculty rank (29.9 percent). The date of adoption is shown in about 1 nonpublic schedule in 5 based on faculty rank (22.2 percent) and less frequently in nonpublic institutions scheduling salaries on the basis of educational preparation.

TABLE 2.–CONTENT OF SALARY SCHEDULES IN TWO-YEAR INSTITUTIONS, 1970-71

Salary schedule provisions	Percent of salary schedules			
	Public institutions		Nonpublic institutions	
	Based on educational preparation	Based on faculty rank	Based on educational preparation	Based on faculty rank
1	2	3	4	5
1. Increments				
a. The amounts and/or numbers of increments are specified	92.8%	49.0%	50.0%	38.9%
b. It is specified that increments are awarded annually to faculty having satisfactory service	9.7	5.0	...	5.6
c. Qualifications for and amounts of special increments to be given for merit or longevity are specified	21.7	12.1	6.3	16.7
2. Qualities other than improved preparation and increased experience which are required for advancement in salary are specified	0.7	...	...	...
3. Credit allowable for previous experience for initial placement in the salary schedule is described	74.0	26.1	31.3	22.2
4. For faculty in selected fields or subjects or having vocational-technical credentials a separate schedule or differential application of the regular schedule is described	57.0	21.0	...	5.6
5. Where faculty ranks are used:				
a. Minimum qualifications for appointment or promotion are identified	NA	34.4	NA	27.8
b. Proportion of faculty at each rank is specified	NA	5.1	NA	...
c. Separate strata of salaries are listed within each rank based on the level of educational preparation completed	NA	21.7	NA	11.1
6. Policies about salaries of staff other than regular faculty are listed:				
a. Teaching faculty who are assigned to extension classes, department heads, etc.	41.5	42.0	...	38.9
b. Other professional and administrative staff (librarians, deans, administrators)	31.4	30.6	...	5.6
7. The policy about salaries of faculty on extended time or responsibilities is specified:				
a. Salaries for 12-month contract	11.6	6.4	...	5.6
b. Salaries for summer school	30.0	17.2	...	11.1
c. Salaries for extra-class assignments (athletics, etc.)	22.4	8.3	...	...
8. Date on which the salary schedule is adopted is given	50.9	29.9	12.5	22.2
Number of salary schedules	277	157	16	18

FIGURE I

MEDIAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR INSTITUTIONS, BY ACADEMIC PREPARATION AND FACULTY RANK, 1970-71



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II. SCHEDULED MINIMUM AND MAXIMUM SALARIES

THIS SECTION reviews institutional data by control of the institution and the base of the salary schedule. In addition to reporting the levels of scheduled salaries in 1970-71, the summaries show the trends in the levels of scheduled salaries and selected characteristics of the structure of scheduled minimum and maximum salaries in 1970-71.

Academic Preparation

Scheduled minimum and maximum salaries in public 2-year institutions basing their schedules on educational preparation are summarized in Table 3. The mean scheduled salaries and the percentages of increase from 1969-70 to 1970-71 in public institutions which structure salary schedules by academic preparation are as follows:

Academic preparation	Mean scheduled salary, 1970-71	Percent increase over 1969-70
	MINIMUM SALARIES	
Bachelor's degree	$ 7,377	4.3
Master's degree	8,147	4.9
6 years	8,939	4.7
Doctor's degree	10,198	5.4
	MAXIMUM SALARIES	
Bachelor's degree	11,042	5.7
Master's degree	12,284	6.2
6 years	13,531	6.0
Doctor's degree	15,129	7.4

For each level of academic preparation the mean of the scheduled salaries in small institutions is smaller than those in large institutions. This may be a function of institution location as well as of size.

All but five of these 277 schedules (98.2 percent) provide minimum and maximum salaries for the master's degree: 68.2 percent do so for the bachelor's degree; 92.8 percent for the 6-year level; and 80.9 percent for the doctor's degree.

The numbers of educational preparation levels for which salaries are scheduled in the 277 public institutions are shown in Table 4. While four levels are used in the largest number of schedules, the use of five, six, or seven levels is widespread with five levels most frequently observed in the large institutions. These schedules providing for four, five, six, or seven levels of educational preparation represent four-fifths of all institutions (79.8 percent). The use of these numbers of preparation levels is about the same in each size of institution (in the small institutions, 79.7 percent; medium-size institutions, 77.9 percent; in the large institutions, 81.5 percent).

The summary in Table 5 shows that the percentage increase for 1970-71 in mean scheduled minimum and maximum salaries of all reporting public 2-year institutions has been less than that recorded for 1969-70. (The first period shown, 1965-66 to 1967-68, reflects a two-year change.)

Percentage increases in mean *minimum* scheduled salaries for the entire five-year period, 1965-66 to 1970-71, varied from a low of 43.8 percent for the master's degree to a high of 48.2 percent for the doctorate. The following are the percentages of increase for the period showing the improvement in mean *maximum* scheduled salaries: 52.3 percent increase for the bachelor's degree; 49.0 percent for the master's degree; 47.8 percent for six-years' preparation; and 50.9 percent for the doctorate.

The summary of data for institutions grouped by size of enrollment shows that for 1970-71 the largest institutions had smaller percentages of increase in mean scheduled salaries than is observed in the small and medium-size institutions for all levels of preparation excepting the doctor's degree. The percentage increase in mean scheduled minimum salaries for the doctorate is higher in the largest institutions than in the small, but lower than that shown for medium-size colleges. The improvement in mean scheduled maximum salaries for the doctorate is the same in the medium-size and large institutions. This pattern was not observed in the earlier summaries. For example, the percentages of increase in 1968-69 are larger in institutions enrolling 2,000 or more students than for small and medium-size institutions.

The mean scheduled minimum and maximum salaries in public 2-year institutions reporting for *both* 1969-70 and 1970-71 are summarized by size of institution in Table 6. The mean scheduled salaries and the percentages of increase from 1969-70 to 1970-71 in these institutions are as follows:

Academic preparation	Institutions reporting both years: Mean scheduled salary, 1970-71	Institutions reporting both years: Percent increase over 1969-70
	MINIMUM SALARIES	
Bachelor's degree	$ 7,472	4.9
Master's degree	8,245	5.9
6 years	9,020	5.2
Doctor's degree	10,292	5.1
	MAXIMUM SALARIES	
Bachelor's degree	11,325	6.0
Master's degree	12,469	6.5
6 years	13,679	6.1
Doctor's degree	15,175	6.5

The relationship of the 1970-71 minimum and maximum scheduled salaries at each of the four preparation levels to the scheduled minimum salary for the master's degree was estimated through use of mean scheduled salaries, as shown below. Differences in the numbers of institutions providing separate salary scales for each of these preparation levels reduce the precision of the ratio estimates.

Academic preparation	Ratio of mean salary to mean minimum salary for master's degree (M.A. = 1.00)
	MINIMUM SALARIES
Bachelor's degree	.91
Master's degree	1.00
6 years	1.10
Doctor's degree	1.25
	MAXIMUM SALARIES
Bachelor's degree	1.36
Master's degree	1.51
6 years	1.66
Doctor's degree	1.86

Faculty Rank

Scheduled salaries for 1970-71 in public 2-year institutions structuring their schedules on faculty rank are summarized in Table 7. The mean scheduled salaries and the percentages of increase in public institutions which base salary schedules upon faculty rank are as follows:

Faculty Rank	Mean scheduled salary, 1970-71	Percent increase over 1969-70
	MINIMUM SALARIES	
Instructor	$ 8,115	7.2
Assistant professor	9,510	6.6
Associate professor	11,262	6.9
Professor	13,276	6.8
	MAXIMUM SALARIES	
Instructor	11,390	8.0
Assistant professor	13,466	7.5
Associate professor	15,805	7.0
Professor	18,486	6.5

The means of scheduled salaries are related positively to institution size groupings at all ranks with the exception of the maximum salaries scheduled for instructors and assistant professors. For both of these ranks the mean scheduled maximum salaries are higher in the small institutions than in those with enrollments of 1,000 to 1,999.

All of these 157 schedules provide minimum and maximum salaries for instructor and assistant professor; 156 provide them for associate professor; 154 schedule minimum salaries for professors and 152 schedules show maximum salaries for professors.

Table 8 summarizes the changes shown in data reported since 1965-66 in the mean scheduled minimum and maximum salaries for public 2-year institutions basing their schedules on faculty rank. The summary shows that the percentage of change for means of scheduled minimum salaries in the total group of institutions is lower in 1970-71 than in previous years for associate professor and professor (on the assumption that the two-year change between 1965-66 and 1967-68 was about equal each year). The percentage of increase in mean scheduled minimum salaries for instructors is slightly higher in 1970-71 than in previous years. The percentage change in 1970-71 in the mean of scheduled minimum salaries for assistant professors is lower than that shown for 1969-70, but slightly higher than the increases reported in earlier years.

The percentage of increase in mean scheduled maximum salaries for the three highest ranks in the total group of reporting institutions is lower in 1970-71 than in the two preceding years. The per-

centage increase in the mean scheduled maximum salary for instructor is higher in 1970-71 than in 1969-70 and 1967-68 (on the assumption that the total percentage change from 1965-66 to 1967-68 was divided equally between the two years), but lower than the increase reported for 1968-69.

The small number of institutions in each size group, and the reporting of data for only one year by some institutions contribute to the wide variations in the percentage change among institutions grouped by size. The percentages of increases in 1970-71 are lowest in the medium-size institutions, and are generally highest in the large institutions.

The percentage increases over the total five-year period are larger with each higher rank for both scheduled minimum and scheduled maximum salaries. The five-year percentages of increase range from a low of 36.9 percent for scheduled minimum salaries for instructors to a high of 45.9 percent for scheduled maximum salaries for professors.

The mean scheduled salaries in 1970-71 and percentages of increase from 1969-70 to 1970-71 in public institutions which reported data for *both* years are given in Table 9 by size of institution and summarized as follows:

Faculty rank	Institutions reporting both years: Mean scheduled salary, 1970-71	Institutions reporting both years: Percent increase over 1969-70
	MINIMUM SALARIES	
Instructor	$ 8,168	6.6
Assistant professor	9,652	6.6
Associate professor	11,471	6.9
Professor	13,624	7.3
	MAXIMUM SALARIES	
Instructor	11,405	7.0
Assistant professor	13,568	7.8
Associate professor	15,998	7.6
Professor	18,795	7.5

State-wide Schedules for Public Institutions

Listed in Table 10 are the scheduled minimum and maximum salaries in those states which have been identified as having a state-wide salary schedule for state-supported institutions. These schedules apply to 11.3 percent of the total public 2-year faculty who are employed in 22.8 percent of all public 2-year institutions.

Nonpublic Institutions

Summaries of the scheduled minimum and maximum salaries in the 34 nonpublic 2-year institutions are provided in Tables 11 and 12. The mean scheduled salaries vary from 8.2 percent to 24.1 percent lower than the mean scheduled salaries in the public institutions enrolling fewer than 1,000 students. The greatest differences are found in scheduled maximum salaries for both educational preparation and academic rank.

Tables 13 and 14 provide a summary of mean scheduled salaries in nonpublic institutions for each of the past three years. Salaries structured on academic preparation tend to show a higher percentage increase than those based on faculty rank.

The percentages of increase in mean scheduled salaries for nonpublic institutions reporting in both 1969-70 and 1970-71 are shown in Tables 15 and 16.

TABLE 3. -- SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR COLLEGES BASING THE SALARY SCHEDULE ON ACADEMIC PREPARATION, BY ENROLLMENT AND PREPARATION LEVEL, 1970-71

LEVEL OF PREPARATION AND ENROLLMENT	NUMBER OF INSTITUTIONS	SCHEDULED SALARIES					
		LOW	FIRST QUARTILE	MEDIAN	MEAN	THIRD QUARTILE	HIGH
1	2	3	4	5	6	7	8
MINIMUM SALARIES							
BACHELOR'S DEGREE							
ENROLLMENT UNDER 1,000	89	5,440	6,438	6,890	6,981	7,496	9,074
ENROLLMENT 1,000-1,999	45	6,480	6,890	7,596	7,496	8,027	8,331
ENROLLMENT 2,000 AND OVER .	55	5,200	7,500	8,100	7,920	8,560	9,002
TOTAL	189	5,200	6,763	7,396	7,377	8,090	9,074
MASTER'S DEGREE							
ENROLLMENT UNDER 1,000	128	6,270	7,200	7,775	7,804	8,213	9,881
ENROLLMENT 1,000-1,999	66	6,907	7,730	8,213	8,201	8,728	9,856
ENROLLMENT 2,000 AND OVER .	78	6,300	8,138	8,867	8,662	9,260	9,805
TOTAL	272	6,270	7,500	8,204	8,147	8,837	9,881
SIX YEARS							
ENROLLMENT UNDER 1,000	115	6,840	7,800	8,525	8,539	9,032	11,228
ENROLLMENT 1,000-1,999	64	7,400	8,253	9,009	9,019	9,798	10,915
ENROLLMENT 2,000 AND OVER .	78	6,800	8,864	9,805	9,462	10,126	10,915
TOTAL	257	6,800	8,268	8,754	8,939	9,840	11,228
DOCTOR'S DEGREE							
ENROLLMENT UNDER 1,000	92	7,225	8,800	9,813	9,724	10,403	12,028
ENROLLMENT 1,000-1,999	56	7,481	9,219	10,350	10,241	11,121	14,700
ENROLLMENT 2,000 AND OVER .	76	7,558	9,984	11,042	10,740	11,477	13,730
TOTAL	224	7,225	9,345	10,350	10,198	11,195	14,700
MAXIMUM SALARIES							
BACHELOR'S DEGREE							
ENROLLMENT UNDER 1,000	89	6,550	8,000	9,998	10,096	12,205	15,350
ENROLLMENT 1,000-1,999	45	7,100	10,548	12,025	11,727	13,012	18,000
ENROLLMENT 2,000 AND OVER .	55	7,665	10,900	12,458	12,013	12,866	15,350
TOTAL	189	6,550	9,600	11,500	11,042	12,962	18,000
MASTER'S DEGREE							
ENROLLMENT UNDER 1,000	128	7,675	9,776	11,300	11,486	13,333	15,970
ENROLLMENT 1,000-1,999	66	7,800	10,751	13,119	12,556	14,165	18,000
ENROLLMENT 2,000 AND OVER .	78	9,400	12,899	13,598	13,363	14,339	16,314
TOTAL	272	7,675	10,433	12,688	12,284	13,988	18,000
SIX YEARS							
ENROLLMENT UNDER 1,000	115	8,100	10,750	12,500	12,761	14,973	20,250
ENROLLMENT 1,000-1,999	64	8,200	12,626	14,268	13,761	15,513	18,000
ENROLLMENT 2,000 AND OVER .	78	10,150	13,658	14,898	14,478	15,527	16,800
TOTAL	257	8,100	11,825	14,070	13,531	15,500	20,250
DOCTOR'S DEGREE							
ENROLLMENT UNDER 1,000	92	9,050	11,975	14,131	14,241	16,572	22,975
ENROLLMENT 1,000-1,999	55	9,000	13,464	16,006	15,066	16,746	18,575
ENROLLMENT 2,000 AND OVER .	76	11,900	15,642	16,496	16,250	17,301	20,370
TOTAL	223	9,000	13,200	15,910	15,129	16,932	22,975

TABLE 4. -- DISTRIBUTION OF PUBLIC 2-YEAR COLLEGE SALARY SCHEDULES BY NUMBER OF ACADEMIC PREPARATION LEVELS, AND BY ENROLLMENT, 1970-71

NUMBER OF ACADEMIC PREPARATION LEVELS	ENROLLMENT: UNDER 1,000	1,000-1,999	2,000 AND OVER	TOTAL
1	2	3	4	5
2	3	...	...	3
3	7	4	4	15
4	48	17	12	77
5	22	16	22	60
6	18	13	13	44
7	14	7	19	40
8	6	4	3	13
9	2	3	4	9
10	3	4	...	7
11	3	...	1	4
13	1	...	3	4
14	1	...	...	1
NUMBER OF INSTITUTIONS REPORTING	128	68	81	277

15

TABLE 5.—MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR INSTITUTIONS BY ENROLLMENT AND ACADEMIC PREPARATION, AND ANNUAL PERCENT OF INCREASE, 1965-66 TO 1970-71

Enrollment (by academic year)	Number of institutions[a]	Bachelor's degree		Master's degree		Six years		Doctor's degree	
		Mean salary	Percent increase over previous year	Mean salary	Percent increase over previous year	Mean salary	Percent increase over previous year	Mean salary	Percent increase over previous year
1	2	3	4	5	6	7	8	9	10
MINIMUM SALARIES									
ALL INSTITUTIONS									
1965-66	182	$ 5,492	...	$ 6,023	...	$ 6,535	...	$ 7,246	...
1967-68	221	6,096	11.0	6,744	12.0	7,380	12.9	8,380	15.7
1968-69	310	6,395	4.9	7,076	4.9	7,908	7.2	8,800	5.0
1969-70	315	7,075	10.6	7,767	9.8	8,541	8.0	9,674	9.9
1970-71	277	7,377	4.3	8,147	4.9	8,939	4.7	10,198	5.4
ENROLLMENT UNDER 1,000									
1965-66	91	5,189	...	5,793	...	6,248	...	6,915	...
1967-68	101	5,674	9.4	6,425	10.9	7,004	12.1	7,966	15.2
1968-69	127	5,694	0.4	6,528	1.6	7,262	3.7	8,046	1.0
1969-70	136	6,640	16.6	7,412	13.5	8,138	12.1	9,256	15.0
1970-71	128	6,981	5.1	7,804	5.3	8,539	4.9	9,724	5.1
ENROLLMENT 1,000 TO 1,999									
1965-66	48	5,478	...	5,990	...	6,503	...	7,217	...
1967-68	52	6,133	12.0	6,707	12.0	7,361	13.2	8,395	16.3
1968-69	69	6,418	4.7	7,037	4.9	7,798	5.9	8,789	4.7
1969-70	83	7,066	10.1	7,761	10.3	8,537	9.5	9,578	9.0
1970-71	66	7,496	6.1	8,201	5.7	9,019	5.6	10,241	6.9
ENROLLMENT 2,000 AND OVER									
1965-66	43	5,990	...	6,547	...	7,095	...	7,816	...
1967-68	68	6,629	10.7	7,246	10.7	7,888	11.2	8,791	12.5
1968-69	114	7,084	6.9	7,710	6.4	8,443	7.0	9,418	7.1
1969-70	96	7,617	7.5	8,275	7.3	9,096	7.7	10,177	8.1
1970-71	83	7,920	4.0	8,662	4.7	9,462	4.0	10,740	5.5
MAXIMUM SALARIES									
ALL INSTITUTIONS									
1965-66	182	7,889	...	8,971	...	9,795	...	10,769	...
1967-68	221	8,850	12.2	10,031	11.8	11,142	13.8	12,202	13.3
1968-69	310	9,151	3.4	10,484	4.5	11,892	6.7	12,760	4.6
1969-70	315	10,442	14.1	11,568	10.3	12,764	7.3	14,088	10.4
1970-71	277	11,042	5.7	12,284	6.2	13,531	6.0	15,129	7.4
ENROLLMENT UNDER 1,000									
1965-66	91	7,273	...	8,467	...	9,203	...	10,202	...
1967-68	101	7,932	9.1	9,323	10.3	10,466	13.7	11,064	8.5
1968-69	127	7,920	−0.1	9,509	2.0	10,913	4.3	11,032	−0.3
1969-70	136	9,617	21.4	10,764	13.2	11,928	9.3	12,899	16.9
1970-71	128	10,096	5.0	11,486	6.7	12,761	7.0	14,241	10.4
ENROLLMENT 1,000 TO 1,999									
1965-66	48	7,978	...	8,854	...	9,686	...	10,553	...
1967-68	52	9,001	12.8	9,954	12.4	11,045	14.0	12,388	17.4
1968-69	69	8,989	−0.1	10,163	2.1	11,380	3.0	12,606	1.8
1969-70	83	10,354	15.2	11,596	14.1	12,885	13.2	14,151	12.3
1970-71	66	11,727	13.3	12,556	8.3	13,761	6.8	15,066	6.5
ENROLLMENT 2,000 AND OVER									
1965-66	43	9,074	...	10,167	...	10,992	...	11,908	...
1967-68	68	9,964	9.8	11,141	9.6	12,100	10.1	13,232	11.1
1968-69	114	10,468	5.1	11,764	5.6	12,901	6.6	14,247	7.7
1969-70	96	11,522	10.1	12,682	7.8	13,804	7.0	15,264	7.1
1970-71	83	12,013	4.3	13,363	5.4	14,478	4.9	16,250	6.5

[a]Some institutions do not maintain scheduled salaries for all levels of preparation.

TABLE 6.—MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR INSTITUTIONS BY ENROLLMENT AND ACADEMIC PREPARATION, AND PERCENT OF INCREASE, 1969-70 AND 1970-71

(Institutions reporting for both 1969-70 and 1970-71)

Enrollment (by academic year)	Number of institutions[a]	Level of academic preparation							
		Bachelor's degree		Master's degree		Six years		Doctor's degree	
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
1	2	3	4	5	6	7	8	9	10
ALL REPORTING INSTITUTIONS									
1969-70	222	$7,123	$10,679	$7,784	$11,713	$8,571	$12,891	$9,788	$14,253
1970-71	222	7,472	11,325	8,245	12,469	9,020	13,679	10,292	15,175
Percent increase		4.9%	6.0%	5.9%	6.5%	5.2%	6.1%	5.1%	6.5%
ENROLLMENT UNDER 1,000									
1969-70	96	$6,726	$ 9,798	$7,462	$10,910	$8,212	$12,182	$ 9,613	$13,373
1970-71	96	7,070	10,396	7,896	11,617	8,629	12,903	9,880	14,208
Percent increase		5.1%	6.1%	5.8%	6.5%	5.1%	5.9%	2.8%	6.2%
ENROLLMENT 1,000-1,999									
1969-70	55	$7,077	$10,969	$7,747	$11,849	$8,545	$13,023	$ 9,481	$14,119
1970-71	55	7,497	11,790	8,227	12,700	9,000	13,855	10,148	15,060
Percent increase		5.9%	7.5%	6.2%	7.2%	5.3%	6.4%	7.0%	6.7%
ENROLLMENT 2,000 AND OVER									
1969-70	71	$7,613	$11,499	$8,249	$12,694	$9,074	$13,742	$10,189	$15,218
1970-71	71	8,019	12,253	8,745	13,474	9,547	14,561	10,819	16,252
Percent increase		5.3%	6.6%	6.0%	6.1%	5.2%	6.0%	6.2%	6.8%

[a]Some institutions do not maintain scheduled salaries for all levels of preparation.

TABLE 7. -- SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR COLLEGES BASING THE SALARY SCHEDULE ON FACULTY RANK, BY ENROLLMENT AND FACULTY RANK, 1970-71

FACULTY RANK AND ENROLLMENT	NUMBER OF INSTITUTIONS	SCHEDULED SALARIES					
		LOW	FIRST QUARTILE	MEDIAN	MEAN	THIRD QUARTILE	HIGH
1	2	3	4	5	6	7	8
MINIMUM SALARIES							
INSTRUCTOR							
ENROLLMENT UNDER 1,000	76	6,200	7,000	7,670	7,868	8,475	11,960
ENROLLMENT 1,000-1,999	43	6,775	7,500	7,670	7,976	8,216	12,610
ENROLLMENT 2,000 AND OVER .	38	5,200	7,540	8,228	8,765	9,861	11,960
TOTAL	157	5,200	7,050	7,740	8,115	8,605	12,610
ASSISTANT PROFESSOR							
ENROLLMENT UNDER 1,000	76	7,500	8,125	8,939	9,340	9,716	12,600
ENROLLMENT 1,000-1,999	43	7,114	8,750	8,978	9,358	9,875	13,925
ENROLLMENT 2,000 AND OVER .	38	6,000	8,750	9,850	10,023	11,512	12,560
TOTAL	157	6,000	8,580	9,000	9,510	10,363	13,925
ASSOCIATE PROFESSOR							
ENROLLMENT UNDER 1,000	75	7,650	9,200	10,500	11,026	11,740	16,200
ENROLLMENT 1,000-1,999	43	7,472	10,500	10,759	11,074	12,000	15,970
ENROLLMENT 2,000 AND OVER .	38	8,040	10,425	11,670	11,939	12,996	15,760
TOTAL	156	7,472	10,025	10,759	11,262	12,309	16,200
PROFESSOR							
ENROLLMENT UNDER 1,000	74	7,800	10,475	12,250	12,871	14,585	19,800
ENROLLMENT 1,000-1,999	42	8,628	12,250	13,000	13,096	14,091	18,655
ENROLLMENT 2,000 AND OVER .	38	9,000	12,250	13,763	14,264	15,645	19,760
TOTAL	154	7,800	11,575	12,828	13,276	14,634	19,800
MAXIMUM SALARIES							
INSTRUCTOR							
ENROLLMENT UNDER 1,000	76	8,810	9,825	10,833	11,028	12,000	16,410
ENROLLMENT 1,000-1,999	43	9,500	10,227	10,600	10,964	11,500	15,000
ENROLLMENT 2,000 AND OVER .	38	9,800	10,848	12,105	12,596	14,080	16,410
TOTAL	157	8,810	10,057	11,000	11,390	12,375	16,410
ASSISTANT PROFESSOR							
ENROLLMENT UNDER 1,000	76	10,163	11,550	12,688	12,999	14,000	19,760
ENROLLMENT 1,000-1,999	43	9,900	12,200	12,900	12,945	13,720	18,605
ENROLLMENT 2,000 AND OVER .	38	10,400	12,755	14,700	14,991	16,282	19,760
TOTAL	157	9,900	12,000	13,000	13,466	14,103	19,760
ASSOCIATE PROFESSOR							
ENROLLMENT UNDER 1,000	75	10,700	13,300	15,200	15,212	16,524	24,240
ENROLLMENT 1,000-1,999	43	10,500	14,150	15,291	15,290	16,310	22,265
ENROLLMENT 2,000 AND OVER .	38	11,300	14,965	17,123	17,558	19,537	24,240
TOTAL	156	10,500	13,319	15,291	15,805	17,078	24,240
PROFESSOR							
ENROLLMENT UNDER 1,000	74	12,846	15,050	17,475	17,643	19,770	28,550
ENROLLMENT 1,000-1,999	40	10,800	15,755	19,050	17,912	19,165	26,075
ENROLLMENT 2,000 AND OVER .	38	14,100	17,320	19,300	20,733	24,258	28,550
TOTAL	152	10,800	15,300	18,300	18,486	19,770	28,550

TABLE 8.—MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR INSTITUTIONS BY ENROLLMENT AND FACULTY RANK, AND ANNUAL PERCENT OF INCREASE, 1965-66 TO 1970-71

Enrollments (by academic year)	Number of institutions[a]	Instructor		Assistant professor		Associate professor		Professor	
		Mean salary	Percent increase over previous year	Mean salary	Percent increase over previous year	Mean salary	Percent increase over previous year	Mean salary	Percent increase over previous year
1	2	3	4	5	6	7	8	9	10
MINIMUM SALARIES									
ALL INSTITUTIONS									
1965-66	69	$ 5,928	...	$ 6,863	...	$ 7,939	...	$ 9,251	...
1967-68	100	6,607	11.5	7,763	13.1	9,016	13.6	10,606	14.7
1968-69	112	7,070	7.0	8,254	6.3	9,663	7.2	11,387	7.4
1969-70	147	7,571	7.1	8,921	8.1	10,531	9.0	12,434	9.2
1970-71	157	8,115	7.2	9,510	6.6	11,262	6.9	13,276	6.8
ENROLLMENT UNDER 1,000									
1965-66	39	5,732	...	6,580	...	7,553	...	8,786	...
1967-68	40	6,398	11.6	7,549	14.7	8,725	15.5	10,481	19.3
1968-69	30	7,461	16.6	8,537	13.1	10,103	15.8	11,833	12.9
1969-70	56	7,234	−3.0	8,658	1.4	10,181	0.8	12,024	1.6
1970-71	76	7,868	8.8	9,340	7.9	11,026	8.3	12,871	7.0
ENROLLMENT 1,000-1,999									
1965-66	18	6,281	...	7,433	...	8,549	...	10,121	...
1967-68	22	6,699	6.7	7,752	4.3	9,065	6.0	10,515	3.9
1968-69	38	6,593	−1.6	7,832	1.0	9,097	0.4	10,608	0.9
1969-70	48	7,578	14.9	8,879	13.4	10,580	16.3	12,552	18.3
1970-71	43	7,976	5.3	9,358	5.4	11,074	4.7	13,096	4.3
ENROLLMENT 2,000 AND OVER									
1965-66	12	6,043	...	6,931	...	8,277	...	9,682	...
1967-68	38	6,778	12.2	7,994	15.3	9,295	12.3	10,794	11.5
1968-69	44	7,208	6.3	8,416	5.3	9,839	5.9	11,745	8.8
1969-70	43	8,012	11.2	9,311	10.6	10,935	11.1	12,814	9.1
1970-71	38	8,765	9.4	10,023	7.6	11,939	9.2	14,264	11.3
MAXIMUM SALARIES									
ALL INSTITUTIONS									
1965-66	69	$ 8,152	...	$ 9,539	...	$10,954	...	$12,667	...
1967-68	100	8,943	9.7	10,761	12.8	12,440	13.6	14,699	16.0
1968-69	112	9,851	10.2	11,616	8.0	13,644	9.7	16,054	9.2
1969-70	147	10,551	7.1	12,529	7.9	14,771	8.3	17,363	8.2
1970-71	157	11,390	8.0	13,466	7.5	15,805	7.0	18,486	6.5
ENROLLMENT UNDER 1,000									
1965-66	39	7,776	...	9,122	...	10,447	...	12,193	...
1967-68	40	8,373	7.7	10,054	10.2	11,619	11.2	13,946	14.4
1968-69	30	9,945	18.8	11,386	13.3	13,554	16.7	16,004	14.8
1969-70	56	10,199	2.6	11,907	4.6	13,951	2.9	16,330	2.0
1970-71	76	11,028	8.1	12,999	9.2	15,212	9.0	17,643	8.0
ENROLLMENT 1,000-1,999									
1965-66	18	8,740	...	10,259	...	11,804	...	13,826	...
1967-68	22	8,991	2.9	10,760	4.9	12,469	5.6	14,778	6.9
1968-69	38	9,578	6.5	11,206	4.1	13,010	4.3	15,016	1.6
1969-70	48	10,280	7.3	12,223	9.1	14,525	11.6	17,158	14.3
1970-71	43	10,964	6.7	12,945	5.9	15,290	5.3	17,912	4.4
ENROLLMENT 2,000 AND OVER									
1965-66	12	8,491	...	9,775	...	11,112	...	12,507	...
1967-68	38	9,530	12.2	11,505	17.7	13,290	19.6	15,451	23.5
1968-69	44	10,028	5.2	12,127	5.4	14,251	7.2	17,002	10.0
1969-70	43	11,331	13.0	13,680	12.8	16,113	13.1	18,897	11.2
1970-71	38	12,596	11.2	14,991	9.6	17,558	9.0	20,733	9.7

[a]Some institutions do not maintain scheduled salaries for all ranks.

TABLE 9.—MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR INSTITUTIONS BY ENROLLMENT AND FACULTY RANK, AND PERCENT OF INCREASE, 1969-70 AND 1970-71

(Institutions reporting for both 1969-70 and 1970-71)

Enrollment (by academic year)	Number of institutions[a]	Faculty rank							
		Instructor		Assistant professor		Associate professor		Professor	
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
1	2	3	4	5	6	7	8	9	10
ALL REPORTING INSTITUTIONS									
1969-70	121	$7,661	$10,657	$9,057	$12,581	$10,730	$14,874	$12,701	$17,482
1970-71	121	8,168	11,405	9,652	13,568	11,471	15,998	13,624	18,795
Percent increase		6.6%	7.0%	6.6%	7.8%	6.9%	7.6%	7.3%	7.5%
ENROLLMENT UNDER 1,000									
1969-70	54	$7,281	$10,183	$8,733	$11,896	$10,327	$14,069	$12,190	$16,484
1970-71	54	7,801	10,897	9,386	12,957	11,139	15,224	13,150	17,772
Percent increase		7.1%	7.0%	7.5%	8.9%	7.9%	8.2%	7.9%	7.8%
ENROLLMENT 1,000-1,999									
1969-70	38	$7,583	$10,389	$8,923	$12,316	$10,594	$14,591	$12,552	$17,136
1970-71	38	8,038	11,026	9,475	13,071	11,259	15,503	13,298	18,148
Percent increase		6.0%	6.1%	6.2%	6.1%	6.3%	6.3%	5.9%	5.9%
ENROLLMENT 2,000 AND OVER									
1969-70	29	$8,473	$11,889	$9,835	$14,203	$11,658	$16,745	$13,790	$19,667
1970-71	29	9,022	12,849	10,379	15,358	12,367	18,088	14,891	21,431
Percent increase		6.5%	8.1%	5.5%	8.1%	6.1%	8.0%	8.0%	9.0%

[a]Some institutions do not maintain scheduled salaries for all faculty ranks.

TABLE 10.–MINIMUM AND MAXIMUM SALARIES PROVIDED IN STATE SALARY POLICIES APPLYING TO STATE-SUPPORTED 2-YEAR COLLEGES, 1970-71

State	Academic preparation level or faculty rank															
	Bachelor's degree				Master's degree				Six years				Doctor's degree			
	Minimum	Percent increase over 1969-70	Maximum	Percent increase over 1969-70	Minimum	Percent increase over 1969-70	Maximum	Percent increase over 1969-70	Minimum	Percent increase over 1969-70	Maximum	Percent increase over 1969-70	Minimum	Percent increase over 1969-70	Maximum	Percent increase over 1969-70
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Alabama	...	...	...	...	$7,775	8.0	$9,400	8.0	$8,525	7.9	$10,150	8.0	$10,350	7.8	$11,975	7.9
Hawaii	$7,596	10.7	$11,676	10.6	8,208	10.3	12,626	10.5	9,600	10.5	14,772	10.5	10,380	10.5	15,972	10.6
Maine	7,496	0	10,896	0	7,846	0	11,946	0	...	...	...	...	...	...	...	...
Minnesota	6,890	6.0	12,962	6.0	8,213	6.0	14,846	6.0	9,162	6.0	16,200	6.0	...	...	...	...
Tennessee (Community Colleges)[a]	6,200	12.7	8,000	6.7	7,200	2.9	11,300	10.9	7,500	4.3	12,500	13.6	8,800	10.0	16,600	21.2
High	7,596		12,962		8,213		14,846		9,600		16,200		10,380		16,600	
Low	6,200		8,000		7,200		9,400		7,500		10,150		8,800		11,975	
Average	7,046	6.9	10,884	5.7	7,848	5.4	12,024	6.8	8,697	7.3	13,406	9.3	9,843	9.4	14,849	13.5
	Instructor				Assistant Professor				Associate Professor				Professor			
Alaska	$9,000	14.3	$12,375	19.6	$12,600	19.1	$15,975	22.4	$16,200	22.0	$19,575	17.6	$19,800	17.3	$23,175	9.6
Connecticut	10,179	6.0	12,537	6.0	11,336	6.0	13,826	6.0	13,802	6.0	17,078	6.0	16,098	6.0	19,770	6.0
Tennessee (Community Colleges)[a]	6,200	12.7	12,000	4.3	7,500	7.1	14,000	12.0	7,650	5.5	15,200	14.7	7,800	4.0	16,600	21.2
Tennessee (Technical Institutes)[a]	7,117	7.4	11,370	5.3	7,607	6.9	12,025	5.0	8,589	6.0	12,515	5.5	9,570	5.4	13,006	6.0
Virginia	7,000	2.9	9,800	2.9	8,750	2.9	11,550	2.9	10,500	2.9	13,300	2.9	12,250	2.9	15,050	2.9
High	10,179		12,537		12,600		15,975		16,200		19,575		19,800		23,175	
Low	6,200		9,800		7,500		11,550		7,650		12,515		7,800		13,006	
Average	7,899	8.5	11,616	7.6	9,559	8.9	13,475	10.0	11,348	9.4	15,534	9.7	13,104	8.2	17,520	9.0

[a]Tennessee provides a schedule based on both educational preparation and academic rank. Scheduled salaries for faculty in state technical institutes are based on academic rank; salaries for faculty in community colleges, on both educational preparation and academic rank.

21

TABLE 11. -- SCHEDULED MINIMUM AND MAXIMUM SALARIES IN NONPUBLIC 2-YEAR COLLEGES BASING THE SALARY SCHEDULE ON ACADEMIC PREPARATION, 1970-71

LEVEL OF PREPARATION	NUMBER OF INSTITUTIONS	SCHEDULED SALARIES LOW	FIRST QUARTILE	MEDIAN	MEAN	THIRD QUARTILE	HIGH
1	2	3	4	5	6	7	8
			MINIMUM SALARIES				
BACHELOR'S DEGREE	10	5,750	5,975	6,360	6,395	6,700	7,400
MASTER'S DEGREE	16	5,500	6,678	7,140	7,143	7,744	8,640
SIX YEARS	11	6,000	7,100	7,800	7,892	8,840	9,700
DOCTOR'S DEGREE	11	6,500	7,800	8,500	8,585	9,400	10,000
			MAXIMUM SALARIES				
BACHELOR'S DEGREE	10	6,725	7,457	8,560	8,600	9,620	11,000
MASTER'S DEGREE	16	6,400	8,594	9,990	9,999	10,643	13,950
SIX YEARS	11	7,400	9,300	10,140	10,875	12,740	14,900
DOCTOR'S DEGREE	9	8,600	9,575	10,100	11,518	13,590	18,050

TABLE 12. -- SCHEDULED MINIMUM AND MAXIMUM SALARIES IN NONPUBLIC 2-YEAR COLLEGES BASING THE SALARY SCHEDULE ON FACULTY RANK, 1970-71

FACULTY RANK	NUMBER OF INSTITUTIONS	SCHEDULED SALARIES LOW	FIRST QUARTILE	MEDIAN	MEAN	THIRD QUARTILE	HIGH
1	2	3	4	5	6	7	8
			MINIMUM SALARIES				
INSTRUCTOR	18	4,300	6,225	6,871	6,989	8,050	8,600
ASSISTANT PROFESSOR	18	4,950	7,325	8,200	8,043	9,010	10,000
ASSOCIATE PROFESSOR	18	5,650	8,600	9,500	9,316	10,365	11,556
PROFESSOR	17	6,700	9,731	11,000	10,748	11,700	14,459
			MAXIMUM SALARIES				
INSTRUCTOR	18	4,900	8,088	8,900	8,920	10,050	11,800
ASSISTANT PROFESSOR	18	5,850	9,810	10,550	10,537	11,325	14,000
ASSOCIATE PROFESSOR	18	6,850	10,730	12,500	12,290	13,475	16,200
PROFESSOR	16	8,200	12,231	14,726	14,214	15,800	20,750

TABLE 13.–MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN NONPUBLIC 2-YEAR INSTITUTIONS BY PREPARATION LEVEL, AND ANNUAL PERCENT OF INCREASE, 1969-70 TO 1970-71

Preparation level (by academic year)	Number of institutions[a]	Mean of scheduled minimum salaries	Percent increase over previous year	Mean of scheduled maximum salaries	Percent increase over previous year
1	2	3	4	5	6
BACHELOR'S DEGREE					
1967-68	13	$5,097	...	$ 6,507	...
1968-69	19	5,448	6.9	6,907	6.2
1969-70	18	5,781	6.1	7,491	8.5
1970-71	10	6,395	10.6	8,600	14.8
MASTER'S DEGREE					
1967-68	21	5,778	...	7,667	...
1968-69	30	6,075	5.1	8,032	4.8
1969-70	27	6,407	5.5	8,499	5.8
1970-71	16	7,143	11.5	9,999	17.6
SIX YEARS					
1967-68	15	6,197	...	8,207	...
1968-69	22	6,481	4.6	8,425	4.6
1969-70	20	6,901	6.5	8,966	6.4
1970-71	11	7,892	14.4	10,875	21.3
DOCTOR'S DEGREE					
1967-68	18	6,996	...	9,208	...
1968-69	27	7,145	2.2	9,662	4.9
1969-70	24	7,782	8.9	10,048	4.0
1970-71	11	8,585	10.3	11,518	14.6

[a]Some institutions do not maintain scheduled salaries for all levels of preparation.

TABLE 14.–MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN NONPUBLIC 2-YEAR INSTITUTIONS BY FACULTY RANK, AND ANNUAL PERCENT OF INCREASE, 1967-68 TO 1970-71

Faculty rank (by academic year)	Number of institutions[a]	Mean of scheduled minimum salaries	Percent increase over previous year	Mean of scheduled maximum salaries	Percent increase over previous year
1	2	3	4	5	6
INSTRUCTOR					
1967-68	17	$ 5,818	...	$ 7,889	...
1968-69	31	6,082	4.5	8,042	1.9
1969-70	25	6,533	7.4	8,848	10.0
1970-71	18	6,989	7.0	8,920	0.8
ASSISTANT PROFESSOR					
1967-68	17	6,815	...	9,380	...
1968-69	31	7,231	6.1	9,417	0.4
1969-70	25	7,714	6.7	10,273	9.1
1970-71	18	8,043	4.3	10,537	2.6
ASSOCIATE PROFESSOR					
1967-68	17	7,856	...	10,872	...
1968-69	31	8,326	6.0	10,985	1.0
1969-70	25	8,921	7.2	11,844	7.8
1970-71	18	9,316	4.4	12,290	3.8
PROFESSOR					
1967-68	15	9,039	...	12,768	...
1968-69	29	9,590	6.1	12,668	−0.8
1969-70	24	10,370	8.1	13,904	9.8
1970-71	17	10,748	3.6	14,214	2.2

[a]Some institutions do not maintain scheduled salaries for all faculty ranks.

TABLE 15.–MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN NONPUBLIC 2-YEAR INSTITUTIONS BY LEVEL OF PREPARATION, AND PERCENT OF INCREASE, 1969-70 AND 1970-71

(Institutions reporting for both years)

Preparation level	Number of institutions[a]	Mean of scheduled minimum salaries	Mean of scheduled maximum salaries
1	2	3	4
BACHELOR'S DEGREE			
1969-70	7	$5,997	$ 7,865
1970-71	7	6,293	8,151
Percent increase		4.9%	3.6%
MASTER'S DEGREE			
1969-70	11	$6,764	$ 8,970
1970-71	11	7,208	9,636
Percent increase		6.6%	7.4%
SIX YEARS			
1969-70	8	$7,649	$ 9,779
1970-71	8	8,073	10,593
Percent increase		5.5%	8.3%
DOCTOR'S DEGREE			
1969-70	8	$8,390	$10,580
1970-71	8	8,420	9,686
Percent increase		0.4%	–8.4%

[a]Some institutions do not maintain scheduled salaries for all levels of preparation.

TABLE 16.–MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN NONPUBLIC 2-YEAR INSTITUTIONS BY FACULTY RANK, AND PERCENT OF INCREASE, 1969-70 AND 1970-71

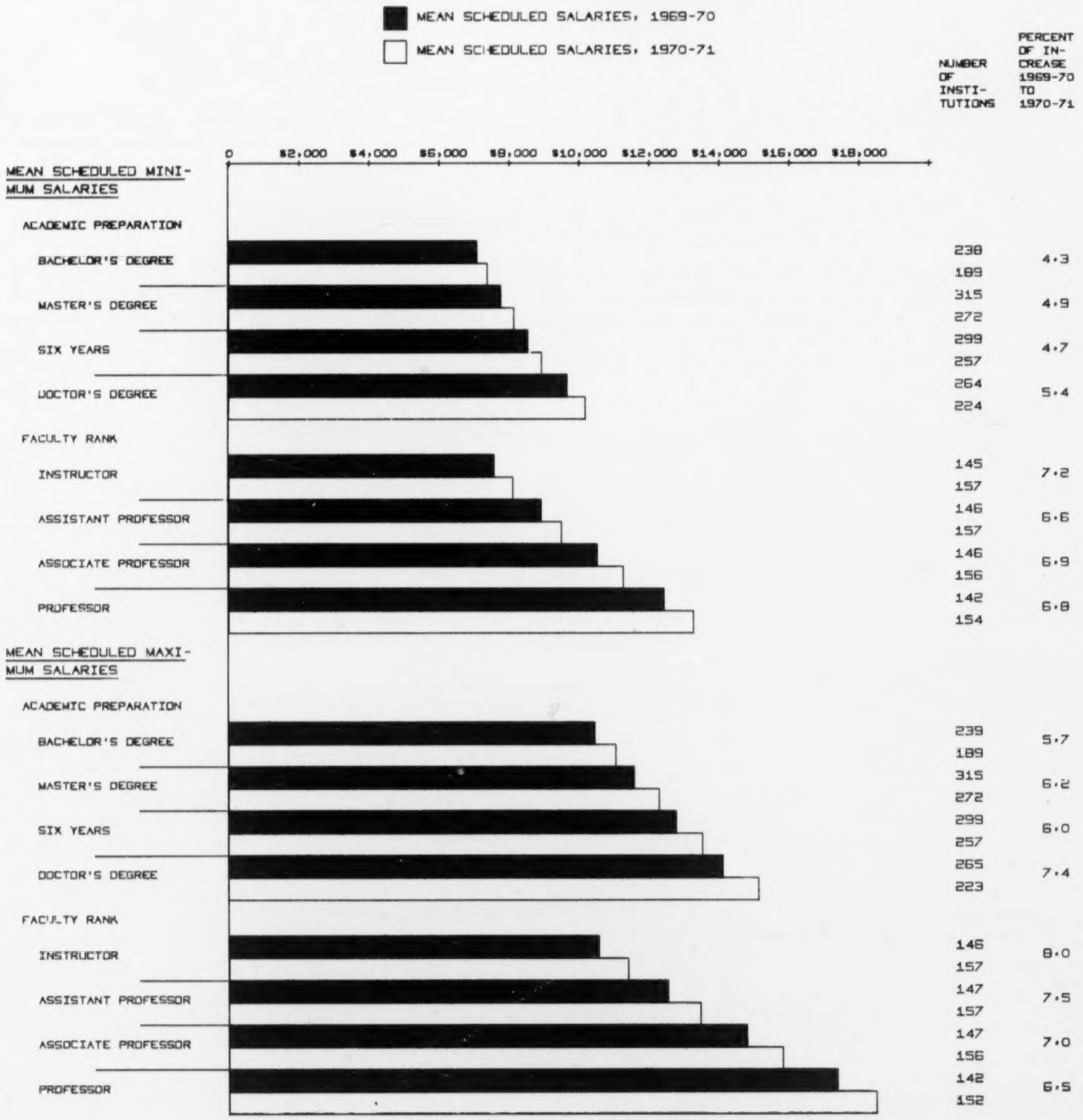
(Institutions reporting for both years)

Faculty rank	Number of institutions[a]	Mean of scheduled minimum salaries	Mean of scheduled maximum salaries
1	2	3	4
INSTRUCTOR			
1969-70	9	$ 6,711	$ 8,722
1970-71	9	7,151	9,261
Percent increase		6.6%	6.2%
ASSISTANT PROFESSOR			
1969-70	9	$ 7,633	$10,203
1970-71	9	8,228	11,059
Percent increase		7.8%	8.4%
ASSOCIATE PROFESSOR			
1969-70	9	$ 8,967	$11,994
1970-71	9	9,676	13,083
Percent increase		7.9%	9.1%
PROFESSOR			
1969-70	9	$10,806	$14,203
1970-71	9	11,509	15,796
Percent increase		6.5%	11.2%

[a]Some institutions do not maintain scheduled salaries for all faculty ranks.

FIGURE II

MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR INSTITUTIONS, BY ACADEMIC PREPARATION AND BY FACULTY RANK, 1969-70 AND 1970-71



NEA RESEARCH DIVISION

III. SCHEDULED SALARY INCREMENTS

THE MEAN NUMBERS of salary increments in schedules based on academic preparation (Table 17) range from 9 to 13. For the public and for the nonpublic 2-year institutions the means are 10 for the bachelor's degree and 11 for the master's degree. At the six-year level the means in public institutions are 11, and in the nonpublic institutions, 12. In public institutions the means are 12 for the doctorate; in nonpublic institutions, 11.

The mean amount of increment for the public institutions is $380 at the bachelor's degree level, $399 at the master's, $411 at the 6-year, and $416 at the doctor's. The means in nonpublic institutions range from $170 to $214 and are about three-fifths of the mean amounts in small public institutions at the bachelor's degree level, and about one-half at the master's degree, six-year, and doctorate levels.

The increment structure in 2-year institution schedules based on faculty rank is summarized in Table 18. The mean number of increments in the public institutions as a whole is nine for each rank. The means in nonpublic institutions are one increment less than in public institutions at each rank except instructor where the mean is two increments less than in public institutions.

The mean amounts of increments for the public institutions are $415 for instructors, $495 for assistant professors, $582 for associate professors, and $674 for professors. The mean amount in nonpublic institutions is approximately equal to that of small public institutions for the rank of professor. The mean amount in small public institutions is approximately one-fourth greater than in nonpublic institutions for assistant and associate professors, and about one-half larger for instructors in the small public institutions than in the nonpublic institutions.

The relationship between the number of increments and the difference between minimum and maximum salaries was investigated for the master's degree in public institutions structuring their salary schedules by academic preparation. The master's degree level was selected because it is most widely used to stratify salaries by academic preparation and is likely to involve a significant portion of the faculty.

Table 19 shows, for example, that among the 56 salary schedules which provide 11 increments, the total amount involved ranges from less than $2,500 to $6,499. Also, among the 38 salary schedules having a difference of $4,500 to $4,999 between minimum and maximum scheduled salaries, the total number of increments ranges from fewer than 10 to more than 15, with almost three-fourths of these schedules using 10 to 12 increments.

In Table 20 the weight of differences in the level of scheduled salaries is reduced by expressing the difference between minimum and maximum salaries as a percentage of the minimum scheduled salary. For example, in four institutions having nine or fewer salary increments, the difference between minimum and maximum is between 10 percent and 19 percent of the minimum scheduled salary for the master's degree.

The most widely used combinations provide a general indication of the increment structure in these public 2-year institutions. The schedules having 10 increments tend to provide salary growth amounting to 40 to 59 percent of the minimum scheduled salary over all increments; those having 11 increments, 40 to 69 percent; those having 12 increments, 80 to 89 percent; and those having 9 or fewer increments, 20 to 59 percent.

Some of the variation in salary ranges and numbers of increments may reflect differences in the salary schedule structure and in the level of the minimum scheduled salaries; e.g., about a third of the schedules provide one or more salary strata between the master's degree and the 6-year level of preparation.

Owing to the relatively small number of public 2-year colleges which structure their salary schedules on professorial rank, and the small total number of salary schedules from nonpublic institutions, a similar review of their increment structure was not attempted.

TABLE 17. -- MEAN AND MEDIAN ANNUAL SALARY INCREMENTS IN PUBLIC AND NONPUBLIC 2-YEAR COLLEGES WITH SALARY SCHEDULES BASED ON ACADEMIC PREPARATION, 1970-71

ACADEMIC PREPARATION	PUBLIC INSTITUTIONS ENROLLMENT UNDER 1,000	1,000-1,999	2,000 OR MORE	TOTAL	NONPUBLIC INSTITUTIONS
1	2	3	4	5	6
BACHELOR'S DEGREE					
NUMBER OF INCREMENTS					
MEAN	9	10	10	10	10
MEDIAN	9	11	10	10	11
AMOUNT OF INCREMENT					
MEAN	$342	$406	$420	$380	$214
MEDIAN	332	420	439	399	245
MASTER'S DEGREE					
NUMBER OF INCREMENTS					
MEAN	10	11	11	11	11
MEDIAN	11	11	11	11	12
AMOUNT OF INCREMENT					
MEAN	$371	$405	$439	$399	$202
MEDIAN	380	425	442	410	212
SIX YEARS OF PREPARATION					
NUMBER OF INCREMENTS					
MEAN	11	12	11	11	12
MEDIAN	12	12	12	12	13
AMOUNT OF INCREMENT					
MEAN	$380	$423	$446	$411	$185
MEDIAN	400	425	450	410	150
DOCTOR'S DEGREE					
NUMBER OF INCREMENTS					
MEAN	12	12	13	12	11
MEDIAN	12	12	12	12	10
AMOUNT OF INCREMENT					
MEAN	$377	$432	$451	$416	$170
MEDIAN	406	430	463	419	150

TABLE 18. -- MEAN AND MEDIAN ANNUAL SALARY INCREMENTS IN PUBLIC AND NONPUBLIC 2-YEAR COLLEGES WITH SALARY SCHEDULES BASED ON FACULTY RANK, 1970-71

FACULTY RANK	PUBLIC INSTITUTIONS ENROLLMENT UNDER 1,000	1,000-1,999	2,000 OR MORE	TOTAL	NONPUBLIC INSTITUTIONS
1	2	3	4	5	6
INSTRUCTOR					
NUMBER OF INCREMENTS					
MEAN	9	8	8	9	7
MEDIAN	8	6	8	7	7
AMOUNT OF INCREMENT					
MEAN	$363	$378	$519	$415	$247
MEDIAN	393	405	545	400	241
ASSISTANT PROFESSOR					
NUMBER OF INCREMENTS					
MEAN	9	7	9	9	8
MEDIAN	8	6	9	9	9
AMOUNT OF INCREMENT					
MEAN	$417	$457	$641	$495	$320
MEDIAN	415	484	645	497	391
ASSOCIATE PROFESSOR					
NUMBER OF INCREMENTS					
MEAN	9	7	9	9	8
MEDIAN	8	6	9	9	9
AMOUNT OF INCREMENT					
MEAN	$490	$568	$733	$582	$405
MEDIAN	546	568	742	569	443
PROFESSOR					
NUMBER OF INCREMENTS					
MEAN	10	7	8	9	8
MEDIAN	9	6	7	8	7
AMOUNT OF INCREMENT					
MEAN	$547	$649	$893	$674	$550
MEDIAN	612	621	833	633	550

TABLE 19. -- DISTRIBUTION OF INCREMENTS SCHEDULED FOR FACULTY WITH THE MASTER'S DEGREE IN PUBLIC 2-YEAR COLLEGES BASING THE SALARY SCHEDULE ON ACADEMIC PREPARATION, BY NUMBER AND AMOUNT OF INCREMENTS, 1970-71

DIFFERENCE BETWEEN MINIMUM AND MAXIMUM SCHEDULED SALARY	NUMBER OF INCREMENTS								TOTAL
	LESS THAN 10	10	11	12	13	14	15	MORE THAN 15	
1	2	3	4	5	6	7	8	9	10
LESS THAN $1,500	4	5	...	1	...	...	...	...	10
$1,500 - $1,999	20	...	...	...	...	...	2	...	22
2,000 - 2,499	12	1	...	...	...	1	...	4	18
2,500 - 2,999	9	2	3	...	...	1	...	...	15
3,000 - 3,499	1	5	5	3	...	...	1	...	15
3,500 - 3,999	14	3	3	4	...	3	1	...	28
4,000 - 4,499	8	7	5	4	3	...	2	3	32
4,500 - 4,999	4	8	16	4	4	1	...	1	38
5,000 - 5,499	2	3	8	...	3	1	1	1	19
5,500 - 5,999	...	...	12	4	1	3	...	...	20
6,000 - 6,499	...	2	4	2	...	6	1	...	15
6,500 - 6,999	...	...	...	17	...	2	...	...	19
$7,000 OR MORE	...	...	...	...	...	1	...	...	1
TOTAL	74	36	56	39	11	19	8	9	252

TABLE 20. -- DISTRIBUTION OF PUBLIC 2-YEAR COLLEGES BY NUMBER OF INCREMENTS AND BY DIFFERENCE BETWEEN MINIMUM AND MAXIMUM SCHEDULED SALARIES AS A PERCENTAGE OF MINIMUM SCHEDULED SALARY FOR THE MASTER'S DEGREE IN COLLEGES BASING SALARY SCHEDULE ON ACADEMIC PREPARATION, 1970-71

DIFFERENCE BETWEEN MINIMUM AND MAXIMUM SALARIES AS PERCENTAGE OF MINIMUM SALARIES	NUMBER OF INCREMENTS								TOTAL
	9 OR FEWER	10	11	12	13	14	15	16 OR MORE	
1	2	3	4	5	6	7	8	9	10
10 - 19	4	5	...	1	...	...	...	...	10
20 - 29	23	1	...	...	...	...	2	3	29
30 - 39	18	...	5	1	...	2	...	1	27
40 - 49	14	14	13	3	2	...	2	...	48
50 - 59	14	11	16	9	7	3	2	...	62
60 - 69	1	3	14	6	2	4	...	5	35
70 - 79	...	2	7	2	...	10	2	...	23
80 - 89	...	...	1	17	...	...	...	...	18
TOTAL	74	36	56	39	11	19	8	9	252

IV. SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS

PART A. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY ACADEMIC PREPARATION, 1970-71

STATE AND INSTITUTION BY CONTROL	BACHELORS			MASTERS			SIX YEARS			DOCTORS		
	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.
(* PUBLIC INSTITUTION)												
ALABAMA												
*ALBERT P. BREWER ST JR COLL	...	...	..	7,775	9,400	4	8,525	10,150	4	10,350	11,975	4
*ALEXANDER CITY ST JR COLL	...	...	..	7,775	9,400	4	8,525	10,150	4	10,350	11,975	4
*ENTERPRISE ST JR COLL	...	...	..	7,775	9,400	4	8,525	10,150	4	10,350	11,975	4
*GADSDEN STATE JR COLL	...	...	..	7,775	9,400	4	8,525	10,150	4	10,350	11,975	4
*GEO C WALLACE ST TECH JR COL	...	...	..	7,775	9,400	4	8,525	10,150	4	10,350	11,975	4
*JAMES H FAULKNER ST JR COLL	...	...	..	7,775	9,400	4	8,525	10,150	4	10,350	11,975	4
*JEFFERSON DAVIS ST JR COLL	...	...	..	7,775	9,400	4	8,525	10,150	4	10,350	11,975	4
*JEFFERSON STATE JR COLL	...	...	..	7,775	9,400	4	8,525	10,150	4	10,350	11,975	4
*JOHN C CALHOUN ST TECH J COL	...	...	..	7,775	9,400	4	8,525	10,150	4	10,350	11,975	4
*LURLEEN B WALLACE ST JR COLL	...	...	..	7,775	9,400	4	8,525	10,150	4	10,350	11,975	4
*MOBILE STATE JR COLLEGE	...	...	..	7,775	9,400	4	8,525	10,150	4	10,350	11,975	4
*NORTHEAST ALABAMA ST JR COLL	...	...	..	7,775	9,400	4	8,525	10,150	4	10,350	11,975	4
*NORTHWEST ALABAMA ST JR COLL	...	...	..	7,775	9,400	4	8,525	10,150	4	10,350	11,975	4
*PATRICK HENRY STATE JR COLL	...	...	..	7,775	9,400	4	8,525	10,150	4	10,350	11,975	4
*SNEAD STATE JR COLLEGE	...	...	..	7,775	9,400	4	8,525	10,150	4	10,350	11,975	4
*SOUTHERN UNION ST JR COLL	...	...	..	7,775	9,400	4	8,525	10,150	4	10,350	11,975	4
*THEODORE A LAWSON ST JR COLL	...	...	..	7,775	9,400	4	8,525	10,150	4	10,350	11,975	4
ALASKA												
. . . . .												
ARIZONA												
*COCHISE COLLEGE	...	...	..	7,000	9,300	7	8,000	11,500	10	9,500	13,800	12
*EASTERN ARIZONA COLLEGE	...	...	..	7,500	10,425	7	8,400	12,075	9	9,750	14,325	12
*MARICOPA CO JR COLL DISTRICT												
GLENDALE COMMUNITY COLLEGE[a]	...	...	..	7,665	13,572	11	8,585	14,492	11	9,735	15,642	11
MARICOPA TECHNICAL COLLEGE[a]	...	...	..	7,665	13,572	11	8,585	14,492	11	9,735	15,642	11
MESA COMMUNITY COLLEGE[a]	...	...	..	7,665	13,572	11	8,585	14,492	11	9,735	15,642	11
PHOENIX COLLEGE[a]	...	...	..	7,665	13,572	11	8,585	14,492	11	9,735	15,642	11
ARKANSAS												
*PHILLIPS COUNTY COMM COLLEGE	6,225	7,225	10	6,725	7,725	10	7,225	8,225	10	8,225	9,225	10
*WESTARK JUNIOR COLLEGE	...	...	..	7,280	9,611	14	7,560	10,262	14	7,840	10,920	14
CALIFORNIA												
*ALLAN HANCOCK COLLEGE[b]	8,050	11,875	9	8,725	14,250	13	10,075	15,600	13	10,675	16,200	13
*ANTELOPE VALLEY COLLEGE	7,765	11,428	9	8,465	12,705	10	9,304	14,008	12	10,373	15,560	13
*CITRUS COLLEGE	8,164	12,646	9	8,716	13,696	10	9,820	15,796	12	10,922	16,898	12
*COLLEGE OF MARIN	9,002	15,019	12	9,643	15,663	12	10,159	16,176	12	11,172	17,190	12
*COLLEGE OF THE CANYONS[c]	8,510	14,010	11	9,110	14,610	11	9,710	15,210	11	10,910	16,410	11
*COLLEGE OF THE DESERT	8,558	10,617	5	9,206	12,964	8	9,910	15,186	10	10,670	17,125	11
*COLLEGE OF THE REDWOODS[a]	7,533	12,505	11	8,136	13,936	11	8,814	15,443	11	...	...	..
*COLLEGE OF THE SISKIYOUS	7,396	9,722	7	8,282	12,425	11	9,168	14,220	12	10,411	16,172	13
*COMPTON COLLEGE[d]	8,300	13,030	11	9,005	13,735	11	...	...	..	11,120	15,850	11
*CONTRA COSTA JR COLL DIST												
CONTRA COSTA COLLEGE	8,560	12,412	8	9,523	14,338	10	10,486	16,264	12	11,449	17,227	12
DIABLO VALLEY COLLEGE	8,560	12,412	8	9,523	14,338	10	10,486	16,264	12	11,449	17,227	12
*CUESTA COLLEGE	8,331	12,256	8	8,822	13,730	10	9,803	15,693	12	10,785	16,675	12
*EL CAMINO COLLEGE[c]	8,587	13,224	9	9,188	14,340	10	9,789	15,457	11	10,991	17,689	13
*FOOTHILL COMM COLLEGE DIST												
DE ANZA COLLEGE[c/e]	8,710	15,350	14	9,310	15,970	14	10,020	16,800	14	11,240	18,190	14
FOOTHILL COLLEGE[c/e]	8,710	15,350	14	9,310	15,970	14	10,020	16,800	14	11,240	18,190	14
*GAVILAN COLLEGE	...	...	..	9,187	13,411	10	10,243	15,312	12	10,743	15,812	12
*GLENDALE COLLEGE[f]	8,130	12,030	10	...	...	..	8,900	14,240	12	13,730	19,580	12
*GROSSMONT COLLEGE	...	...	..	9,083	14,391	13	10,582	15,890	13	11,832	17,140	13
*HARTNELL COLLEGE	...	...	..	8,857	14,323	11	9,391	15,352	12	10,476	16,932	13
*IMPERIAL VALLEY COLLEGE	8,200	12,025	9	9,000	13,250	10	10,600	15,700	12	12,200	17,300	12
*KERN JOINT JR COLL DISTRICT												
BAKERSFIELD COLLEGE	8,181	12,436	13	9,327	14,176	13	9,981	15,171	13	11,536	17,534	13
PORTERVILLE COLLEGE	8,181	12,436	13	9,327	14,176	13	9,981	15,171	13	11,536	17,534	13
*LONG BEACH CITY COLLEGE[g]	...	...	..	8,985	14,685	12	9,515	15,690	13	10,675	17,325	14
*LOS ANGELES JR COLLEGE DIST												
EAST LOS ANGELES COLLEGE	8,710	12,660	9	9,260	13,190	9	10,130	14,070	9	11,410	16,220	11
LOS ANGELES CITY COLLEGE	8,710	12,660	9	9,260	13,190	9	10,130	14,070	9	11,410	16,220	11
LOS ANGELES HARBOR COLLEGE	8,710	12,660	9	9,260	13,190	9	10,130	14,070	9	11,410	16,220	11
LOS ANGELES PIERCE COLLEGE	8,710	12,660	9	9,260	13,190	9	10,130	14,070	9	11,410	16,220	11
LOS ANGELES SOUTHWEST COLL	8,710	12,660	9	9,260	13,190	9	10,130	14,070	9	11,410	16,220	11
LOS ANGELES TRADE-TECH COLL	8,710	12,660	9	9,260	13,190	9	10,130	14,070	9	11,410	16,220	11
LOS ANGELES VALLEY COLLEGE	8,710	12,660	9	9,260	13,190	9	10,130	14,070	9	11,410	16,220	11
WEST LOS ANGELES COLLEGE	8,710	12,660	9	9,260	13,190	9	10,130	14,070	9	11,410	16,220	11
*LOS RIOS JR COLL DISTRICT												
AMERICAN RIVER COLLEGE[c]	...	...	..	9,047	13,521	10	9,952	14,874	10	11,943	17,977	11
SACRAMENTO CITY COLLEGE[c]	...	...	..	9,047	13,521	10	9,952	14,874	10	11,943	17,977	11
*MERCED COLLEGE	8,297	12,031	9	9,127	13,275	10	9,956	14,935	12	11,121	16,514	13
*MONTEREY PENINSULA COLLEGE[c/d]	8,323	13,104	11	9,856	14,811	11	10,502	15,598	11	11,397	16,576	11
*NAPA COMMUNITY COLLEGE[c]	...	...	..	8,670	13,640	11	9,183	14,652	12	10,094	15,676	12
*NORTH ORANGE CTY JR COL DIST												
CYPRESS JUNIOR COLLEGE[c]	7,500	11,500	8	9,000	14,500	11	10,000	15,500	11	11,660	17,160	11
FULLERTON JUNIOR COLLEGE[c]	7,500	11,500	8	9,000	14,500	11	10,000	15,500	11	11,660	17,160	11
*OHLONE COLLEGE	9,074	12,703	8	9,754	14,745	11	10,208	15,652	12	11,115	17,467	14
*ORANGE COAST JR COLL DIST												
GOLDEN WEST COLLEGE[a]	8,300	12,035	9	9,421	13,986	11	10,915	15,895	12	12,160	17,140	12
ORANGE COAST COLLEGE[a]	8,300	12,035	9	9,421	13,986	11	10,915	15,895	12	12,160	17,140	12

PART A. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY ACADEMIC PREPARATION, 1970-71 (CONTINUED)

STATE AND INSTITUTION BY CONTROL	BACHELORS			MASTERS			SIX YEARS			DOCTORS		
	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.
(• PUBLIC INSTITUTION)												
CALIFORNIA(CONTINUED)												
•PALOMAR COLLEGE	8,157	12,744	9	9,175	16,314	14	...	...	..	11,194	18,334	14
•PALO VERDE COLLEGE	7,400	10,000	10	8,650	11,950	12	9,600	13,200	12	10,000	13,600	12
•PASADENA CITY COLLEGE[c]	7,594	13,859	11	8,164	14,429	11	8,733	15,568	12	11,011	18,415	13
•PERALTA JR COLLEGE DISTRICT												
COLLEGE OF ALAMEDA	...	...	..	8,777	13,623	9	10,125	15,506	10	11,486	17,401	11
FEATHER RIVER COLLEGE	...	...	..	8,777	13,623	9	10,125	15,506	10	11,486	17,401	11
LANEY COLLEGE	...	...	..	8,777	13,623	9	10,125	15,506	10	11,486	17,401	11
MERRITT COLLEGE	...	...	..	8,777	13,623	9	10,125	15,506	10	11,486	17,401	11
•RIO HONDO JUNIOR COLLEGE	...	...	..	9,290	13,950	11	9,820	14,905	12	10,880	16,390	13
•RIVERSIDE CITY COLLEGE	8,135	11,647	8	9,184	13,912	10	9,822	15,449	11	10,798	17,659	12
•SADDLEBACK COMM COLL[a]	8,350	12,125	9	8,975	14,825	14	10,225	20,250	24	10,850	22,975	29
•SANTA ANA COLLEGE	8,282	12,458	9	9,031	14,135	11	10,017	15,585	12	11,603	17,171	12
•SAN BERNARDINO VALLEY COLL	8,000	12,730	11	9,620	14,350	11	10,160	14,890	11	...	...	..
•SAN DIEGO JR COLL DISTRICT												
SAN DIEGO CITY COLLEGE	...	...	..	9,000	12,973	11	10,080	14,945	13	11,660	16,993	13
SAN DIEGO EVENING COLLEGE	...	...	..	9,000	12,973	11	10,080	14,945	13	11,660	16,993	13
SAN DIEGO MESA COLLEGE	...	...	..	9,000	12,973	11	10,080	14,945	13	11,660	16,993	14
•SAN JOAQUIN DELTA COLLEGE	8,549	12,866	8	9,505	14,779	10	9,982	15,736	11	10,936	17,427	13
•SAN JOSE CITY COLLEGE	8,271	10,363	11	9,358	13,855	11	10,249	15,310	11	11,195	16,747	11
•SAN MATEO JR COLL DISTRICT												
CANADA COLLEGE[h]	8,090	14,345	11	9,805	16,045	11	10,085	16,330	11	11,500	17,745	11
COLLEGE OF SAN MATEO[h]	8,090	14,345	11	9,805	16,045	11	10,085	16,330	11	11,500	17,745	11
SKYLINE COLLEGE[h]	8,090	14,345	11	9,805	16,045	11	10,085	16,330	11	11,500	17,745	11
•SHASTA COLLEGE	8,505	13,175	10	...	...	..	9,439	14,576	11	9,954	16,025	12
•SIERRA COLLEGE[i]	...	...	..	9,400	13,900	10	9,960	14,910	11	11,270	16,670	12
•SOLANO COLLEGE[c]	...	...	..	8,841	13,989	11	9,462	15,078	12	10,633	16,717	13
•STATE CENTER JR COLL DIST												
FRESNO CITY COLLEGE[d]	8,003	13,107	11	8,582	14,150	12	9,046	15,078	13	9,974	16,006	13
REEDLEY COLLEGE[d]	8,003	13,107	11	8,582	14,150	12	9,046	15,078	13	9,974	16,006	13
•SWEETWATER COMM COLL DIST	8,517	12,972	11	9,327	13,782	11	10,137	15,402	13	11,522	16,787	13
•VENTURA CO JR COLL DISTRICT												
MOORPARK COLLEGE[d]	...	...	..	...	...	..	10,048	15,071	12	11,722	16,746	12
VENTURA COLLEGE[d]	...	...	..	...	...	..	10,048	15,071	12	11,722	16,746	12
•VICTOR VALLEY COLLEGE	7,860	11,060	9	9,881	14,281	11	11,228	16,428	13	12,028	17,228	13
•WEST HILLS COLLEGE	8,484	12,984	12	9,147	13,647	12	10,473	14,973	12	11,784	16,284	12
•WEST VALLEY COLLEGE	8,563	11,218	5	9,419	15,328	11	10,276	16,184	11	11,218	17,126	11
•YOSEMITE JR COLL DISTRICT												
COLUMBIA JUNIOR COLLEGE	...	...	..	8,882	11,850	8	9,958	14,440	12	11,196	16,485	14
MODESTO JUNIOR COLLEGE	...	...	..	8,882	11,850	8	9,958	14,440	12	11,196	16,485	14
•YUBA COLLEGE	...	...	..	8,243	13,043	12	9,043	13,843	12	10,428	15,228	12
COLORADO												
•LAMAR COMM COLLEGE[j]	7,000	8,500	5	7,500	9,900	7	7,750	10,750	9	...	...	..
•MESA COLLEGE[b]	7,200	8,450	5	7,800	11,100	11	8,100	12,600	15	8,700	14,700	20
•NORTHEASTERN JUNIOR COLLEGE	6,750	9,500	..	7,425	12,000	..	7,725	12,000	..	8,425	14,000	..
•OTERO JR COLLEGE[a]	7,000	9,400	8	7,325	10,575	10	7,950	11,450	10	8,450	12,650	12
•RANGELY COLLEGE[k]	6,600	7,850	5	7,200	10,500	11	7,600	12,100	15	8,100	14,100	20
CONNECTICUT												
. . . . .												
DELAWARE												
. . . . .												
DISTRICT OF COLUMBIA												
. . . . .												
FLORIDA												
•BREVARD COMMUNITY COLLEGE	7,500	11,500	..	8,000	13,000	..	8,500	13,500	..	9,500	14,500	..
•BROWARD COMMUNITY COLLEGE[b]	8,100	13,122	..	9,072	14,094	..	10,287	15,309	..	11,097	16,119	..
•CENTRAL FLORIDA JR COLLEGE	6,700	9,715	15	7,100	10,295	15	7,400	10,730	15	7,700	11,165	15
•CHIPOLA JUNIOR COLLEGE[b]	6,700	8,440	..	7,900	9,640	..	8,200	9,940	..	9,100	10,840	..
•FLORIDA J C AT JACKSONVILLE	7,512	9,804	10	8,403	10,695	10	9,040	11,331	10	9,676	11,968	10
•LAKE CITY COMMUNITY COLLEGE	7,233	8,457	11	8,123	9,793	15	8,680	10,905	20	10,126	12,908	25
•LAKE-SUMTER JUNIOR COLLEGE[b]	8,000	10,900	..	8,500	11,400	..	9,000	12,200	..	9,500	12,400	..
•OKALOOSA-WALTON JR COLLEGE[b]	7,779	10,821	15	8,247	12,017	15	8,502	12,506	15	9,334	13,936	15
•PALM BEACH JUNIOR COLLEGE	7,200	10,800	10	7,920	12,600	13	8,280	13,680	15	9,000	14,400	15
•SANTA FE JUNIOR COLLEGE	7,817	10,150	20	8,400	10,733	20	8,983	11,317	20	9,567	11,900	20
•ST PETERSBURG JR COLLEGE	7,280	11,648	12	8,008	12,376	12	8,372	12,740	12	9,100	13,468	12
GEORGIA												
•DE KALB COLLEGE	...	...	..	7,156	12,124	19	8,754	13,515	17	9,376	14,773	18
HAWAII												
•UNIV OF HAWAII, COMM COL SYS												
HAWAII COMMUNITY COLLEGE	7,596	13,128	14	8,208	14,208	14	9,600	16,608	14	10,380	17,964	14
HONOLULU COMM COLL	7,596	13,128	14	8,208	14,208	14	9,600	16,608	14	10,380	17,964	14
KAPIOLANI COMM COLL	7,596	13,128	14	8,208	14,208	14	9,600	16,608	14	10,380	17,964	14
KAUAI COMM COLL	7,596	13,128	14	8,208	14,208	14	9,600	16,608	14	10,380	17,964	14
LEEWARD COMM COLL	7,596	13,128	14	8,208	14,208	14	9,600	16,608	14	10,380	17,964	14

PART A. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY ACADEMIC PREPARATION, 1970-71 (CONTINUED)

STATE AND INSTITUTION BY CONTROL	BACHELORS			MASTERS			SIX YEARS			DOCTORS		
	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.
(• PUBLIC INSTITUTION)												
HAWAII(CONTINUED)												
•UNIV OF HAWAII, COMM COL SYS(CONTINUED)												
MAUI COMM COLL	7,596	13,128	14	8,208	14,208	14	9,600	16,608	14	10,380	17,964	14
IDAHO												
. . . . .												
ILLINOIS												
•BELLEVILLE AREA COLLEGE	...	...	..	8,500	13,375	13	9,100	13,975	13	10,000	16,175	13
•CARL SANDBURG COLLEGE	7,500	10,225	9	8,200	11,625	11	8,900	13,450	14	9,900	16,050	18
•COLLEGE OF DUPAGE[a]	...	...	..	8,400	13,860	9	9,408	16,746	12	10,500	20,370	16
•COLLEGE OF LAKE COUNTY	...	...	..	8,736	12,667	9	9,784	14,187	9	11,357	16,467	9
•DANVILLE JUNIOR COLLEGE	7,900	11,694	10	8,400	12,434	10	8,900	14,249	12	...	...	..
•ILLINOIS VALLEY COMM COLLEGE	...	...	..	8,250	11,962	9	9,900	14,850	12	11,555	17,325	14
•JR COLLEGE DISTRICT NO 529												
LINCOLN TRAIL COLLEGE[k]	7,200	9,600	8	7,500	9,900	8	8,700	12,000	11	...	...	..
OLNEY CENTRAL COLLEGE[k]	7,200	9,600	8	7,500	9,900	8	8,700	12,000	11	...	...	..
WABASH VALLEY COLLEGE[k]	7,200	9,600	8	7,500	9,900	8	8,700	12,000	11	...	...	..
•KASKASKIA COLLEGE[k]	...	...	..	8,250	11,175	9	9,550	14,100	14	10,850	17,350	20
KENDALL COLLEGE	...	...	..	7,800	13,950	..	8,300	14,450	..	9,400	18,050	..
•KISHWAUKEE COLLEGE[b]	7,200	10,440	9	8,200	11,890	9	9,430	14,350	12	10,660	16,400	14
•LAKE LAND COMMUNITY COLLEGE[j]	7,190	10,440	9	8,390	12,590	12	8,990	13,490	13	...	...	..
•MCHENRY COUNTY COLLEGE	8,080	13,960	14	8,500	14,380	14	9,340	15,220	14	10,600	16,900	15
•MORTON COLLEGE	8,000	13,025	15	8,900	15,275	15	9,500	16,925	15	10,100	18,575	15
•PARKLAND COLLEGE[m]	8,000	18,000	..	8,000	18,000	..	8,500	18,000	..	8,500	18,000	..
•REND LAKE COLLEGE[k]	...	...	..	8,100	11,016	9	9,396	13,932	14	11,016	16,848	18
•ROCK VALLEY COLLEGE	7,578	12,078	10	8,028	12,978	11	8,928	14,778	13	10,728	17,928	16
•THORNTON COMMUNITY COLLEGE	...	...	..	8,000	13,760	12	8,960	15,680	14	10,400	17,120	14
•WAUBONSEE COMMUNITY COLLEGE[a]	8,300	12,284	10	8,800	13,547	11	9,768	16,264	13	11,088	19,971	15
INDIANA												
. . . . .												
IOWA												
•DES MOINES AREA COMM COLL	7,250	11,321	13	7,886	13,038	13	8,204	13,356	13	9,158	15,137	13
•IOWA CENTRAL C C - AREA V												
IOWA CENTRAL C C-EAGLE GROVE	6,525	10,571	20	7,250	11,745	20	7,830	12,685	20	...	...	..
IOWA CENTRAL C C - FT DODGE	6,525	10,571	20	7,250	11,745	20	7,830	12,685	20	...	...	..
IOWA CENTRAL CC-WEBSTER CITY	6,525	10,571	20	7,250	11,745	20	7,830	12,685	20	...	...	..
•IOWA LAKES COMMUNITY COLLEGE[k]	...	...	..	7,500	12,750	14	9,000	14,250	14	...	...	..
•IOWA WESTERN COMMUNITY COLL												
IOWA WESTERN C C - CLARINDA	...	...	..	8,642	12,962	15	9,333	14,345	15	...	...	..
IOWA WEST CC-COUNCIL BLUFFS	...	...	..	8,642	12,962	15	9,333	14,345	15	...	...	..
•MERGED AREA VI COMM COLLEGE												
ELLSWORTH COMMUNITY COLLEGE	6,620	10,388	14	6,907	10,675	14	...	...	..	7,481	11,249	14
MARSHALLTOWN COMM COLLEGE	6,620	10,388	14	6,907	10,675	14	...	...	..	7,481	11,249	14
•NORTH IOWA AREA COMM COLLEGE	...	...	..	7,000	10,776	12	7,571	12,606	14	...	...	..
OTTUMWA HEIGHTS COLLEGE	6,300	8,260	8	7,000	10,360	12	7,700	12,740	16	...	...	..
•SOUTHEASTERN IOWA AREA C C	7,165	11,520	13	7,500	11,855	13	8,170	13,195	15	...	...	..
•SOUTHWESTERN COMMUNITY COLL	...	...	..	7,200	10,100	10	8,900	10,700	8	10,500	14,000	7
KANSAS												
•ALLEN CTY COMM JR COLLEGE	5,610	7,260	5	6,600	8,910	7	7,260	10,890	11	...	...	..
•BUTLER COUNTY COMM JR COLL	6,500	7,166	2	7,166	11,672	10	7,900	12,872	10	8,295	13,516	10
•CLOUD CO COMM JR COLLEGE	6,720	8,295	5	7,420	12,670	15	8,420	13,670	15	9,420	14,670	15
•COWLEY COUNTY COMM JR COLL	6,000	7,800	9	7,000	9,750	11	7,500	10,750	13	8,000	11,500	14
•DODGE CITY COMM COLLEGE	6,376	7,512	4	7,102	10,841	10	7,796	13,115	13	...	...	..
•FORT SCOTT COMM JR COLL	6,532	7,866	4	7,100	9,812	8	7,668	11,352	11	8,278	12,979	14
•GARDEN CITY COMM JR COLLEGE	5,440	6,664	3	6,800	12,240	11	8,160	13,600	11	9,520	14,960	11
HESSTON COLLEGE	5,750	6,725	..	6,670	8,400	..	...	...	..	8,200	9,150	..
•HUTCHINSON COMM JR COLLEGE	6,570	7,665	3	7,300	9,855	7	8,030	12,045	11	9,125	14,600	15
•LABETTE COMMUNITY JR COLLEGE	...	...	..	6,800	9,569	7	7,400	11,749	11	...	...	..
•NEOSHO COUNTY COMM JR COLL	5,988	7,248	4	6,300	9,456	10	6,996	11,088	13	8,196	13,548	17
•PRATT COMMUNITY JR COLLEGE	6,256	7,072	3	6,800	8,676	5	7,500	11,550	11	7,874	12,450	13
KENTUCKY												
. . . . .												
LOUISIANA												
•AIRLINE COMMUNITY COLLEGE	7,100	9,100	10	7,300	10,000	11	7,300	10,700	12	8,000	11,200	12
MAINE												
•MAINE VOC-TECH INSTITUTES												
EASTERN MAINE VOC-TECH INST	7,496	10,896	8	7,846	11,946	9	...	...	..	...	...	..
NORTHERN MAINE VOC TECH INST	7,496	10,896	8	7,846	11,946	8	...	...	..	...	...	..
SOUTHERN MAINE VOC-TECH INST	7,496	10,896	8	7,846	11,946	9	...	...	..	...	...	..
MARYLAND												
. . . . .												

PART A. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY ACADEMIC PREPARATION, 1970-71 (CONTINUED)

STATE AND INSTITUTION BY CONTROL	BACHELORS			MASTERS			SIX YEARS			DOCTORS		
	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.
(* PUBLIC INSTITUTION)												
MASSACHUSSETTS												
DEAN JUNIOR COLLEGE	5,900	7,900	..	6,700	10,600	..	9,700	12,200	..	...	...	..
GRAHM JUNIOR COLLEGE	7,000	11,000	..	7,500	13,000	..	...	...	..	8,500	15,000	..
MICHIGAN												
*ALPENA COMMUNITY COLLEGE	7,750	10,463	7	8,525	13,485	11	8,990	14,144	11	9,455	14,725	11
*GENESSEE COMMUNITY COLLEGE	8,400	12,850	11	8,905	14,450	11	9,415	15,300	11	10,015	15,900	11
*GLEN OAKS COMMUNITY COLLEGE	6,975	11,858	9	7,750	13,718	11	8,525	15,578	13	9,688	18,368	16
*GRAND RAPIDS JUNIOR COLLEGE	7,900	12,550	11	8,650	14,100	11	...	...	..	...	...	..
*HENRY FORD COMMUNITY COLLEGE	...	...	..	9,000	15,200	10	9,450	15,650	10	9,900	16,700	11
*HIGHLAND PARK COLLEGE	8,125	13,225	10	8,850	15,100	10	9,300	15,700	10	9,750	16,400	10
*MONROE COUNTY COMMUNITY COLL	7,300	9,610	7	8,800	13,750	11	9,300	15,020	11	10,300	16,900	11
*MUSKEGON COMMUNITY COLLEGE	7,875	12,225	10	8,625	13,950	11	9,000	14,550	11	9,675	15,750	11
*SOUTHWESTERN MICHIGAN COLL	7,700	11,600	11	8,100	12,400	12	8,500	12,800	12	9,100	13,400	12
*ST CLAIR COUNTY COMM COLL[a]	7,646	12,998	10	8,411	13,763	10	9,940	15,292	10	10,794	16,057	10
MINNESOTA												
*ANOKA-RAMSEY STATE JR COLL[a]	6,890	12,962	12	8,213	14,846	12	8,680	15,513	12	...	...	..
*AUSTIN STATE JUNIOR COLLEGE[a]	6,890	12,962	12	8,213	14,846	12	8,680	15,513	12	...	...	..
*BRAINERD STATE JUNIOR COLL[a]	6,890	12,962	12	8,213	14,846	12	8,680	15,513	12	...	...	..
*FERGUS FALLS STATE JR COLL[a]	6,890	12,962	12	8,213	14,846	12	8,680	15,513	12	...	...	..
*HIBBING STATE JR COLLEGE[a]	6,890	12,962	12	8,213	14,846	12	8,680	15,513	12	...	...	..
*ITASCA STATE JUNIOR COLLEGE[a]	6,890	12,962	12	8,213	14,846	12	8,680	15,513	12	...	...	..
*LAKEWOOD STATE JR COLLEGE[a]	6,890	12,962	12	8,213	14,846	12	8,680	15,513	12	...	...	..
*MESABI STATE JUNIOR COLLEGE[a]	6,890	12,962	12	8,213	14,846	12	8,680	15,513	12	...	...	..
*METROPOLITAN STATE JR COLL[a]	6,890	12,962	12	8,213	14,846	12	8,680	15,513	12	...	...	..
*NORMANDALE STATE JR COLLEGE[a]	6,890	12,962	12	8,213	14,846	12	8,680	15,513	12	...	...	..
*NORTHLAND STATE JUNIOR COLL[a]	6,890	12,962	12	8,213	14,846	12	8,680	15,513	12	...	...	..
*NORTH HENNEPIN STATE JR COLL[a]	6,890	12,962	12	8,213	14,846	12	8,680	15,513	12	...	...	..
*RAINY RIVER STATE JR COLL[a]	6,890	12,962	12	8,213	14,846	12	8,680	15,513	12	...	...	..
*ROCHESTER STATE JR COLLEGE[a]	6,890	12,962	12	8,213	14,846	12	8,680	15,513	12	...	...	..
*VERMILION STATE JR COLLEGE[a]	6,890	12,962	12	8,213	14,846	12	8,680	15,513	12	...	...	..
*WILLMAR STATE JUNIOR COLLEGE[a]	6,890	12,962	12	8,213	14,846	12	8,680	15,513	12	...	...	..
*WORTHINGTON STATE JR COLLEGE[a]	6,890	12,962	12	8,213	14,846	12	8,680	15,513	12	...	...	..
MISSISSIPPI												
*EAST CENTRAL JR COLL	...	...	..	7,000	7,850	12	7,250	8,100	12	7,900	9,050	12
*NORTHWEST MISS JUNIOR COLL[c]	...	...	..	7,100	7,800	7	7,500	8,200	7	8,300	9,000	7
MISSOURI												
*CROWDER COLLEGE	...	...	..	6,500	9,768	12	7,000	10,606	13	7,350	11,655	15
*EAST CENTRAL JUNIOR COLLEGE	6,600	7,800	6	7,900	10,300	8	8,700	11,900	8	10,100	14,700	10
*METROPOLITAN JR COLL DIST												
LONGVIEW COMMUNITY COLLEGE[a]	7,380	11,890	11	8,200	12,710	11	9,840	14,350	11	10,660	15,580	12
MAPLE WOODS COMM COLLEGE[a]	7,380	11,890	11	8,200	12,710	11	9,840	14,350	11	10,660	15,580	12
PENN VALLEY COMM COLLEGE[a]	7,380	11,890	11	8,200	12,710	11	9,840	14,350	11	10,660	15,580	12
*MINERAL AREA COLLEGE	6,887	8,337	5	7,250	8,990	6	7,975	10,875	10	8,700	12,760	14
*MISSOURI SOUTHERN COLLEGE	...	...	..	7,500	9,200	..	8,200	10,000	..	9,500	14,500	..
*THREE RIVERS JUNIOR COLLEGE	5,800	8,600	7	7,200	11,200	8	8,000	12,500	9	...	...	..
MONTANA												
*DAWSON COLLEGE	5,700	8,835	10	6,270	10,830	10	6,840	11,400	10	...	...	..
*FLATHEAD VALLEY COMM COLLEGE	...	...	..	7,640	10,700	10	8,255	11,615	11	9,875	13,850	13
*MILES COMMUNITY COLLEGE	6,500	9,430	10	7,480	12,110	14	7,800	12,620	14	...	...	..
NEBRASKA												
*NEBRASKA WESTERN COLLEGE[b/j]	...	...	..	7,600	9,880	6	8,740	13,680	13	...	...	..
*NORTHEASTERN NEBRASKA COLL[m]	...	...	..	7,000	9,800	10	7,630	11,270	13	8,470	12,390	14
*NORTH PLATTE JUNIOR COLLEGE[b]	...	...	..	7,504	10,204	9	8,404	11,704	11	...	...	..
YORK COLLEGE	...	...	..	5,500	8,000	..	6,000	9,300	..	6,500	10,100	..
NEVADA												
*ELKO COMMUNITY COLLEGE	...	...	..	9,100	13,500	11	10,100	14,500	11	11,260	16,430	11
NEW HAMPSHIRE												
. . . . .												
NEW JERSEY												
. . . . .												
NEW MEXICO												
. . . . .												
NEW YORK												
. . . . .												

PART A. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY ACADEMIC PREPARATION, 1970-71 (CONTINUED)

STATE AND INSTITUTION BY CONTROL	BACHELORS			MASTERS			SIX YEARS			DOCTORS		
	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.
(* PUBLIC INSTITUTION)												
NORTH CAROLINA												
. . . . .												
NORTH DAKOTA												
*BISMARCK JUNIOR COLLEGE[a]	6,480	10,296	10	7,200	12,024	12	7,920	12,744	12	8,640	13,464	12
OHIO												
*FOUR COUNTY TECHNICAL INST	6,725	9,200	12	7,025	10,325	12	...	...	..	7,225	10,525	12
*LAKELAND COMMUNITY COLLEGE	8,258	12,200	8	9,104	14,124	9	...	...	..	11,066	16,350	8
*MUSKINGUM AREA TECH INST	5,900	8,500	13	6,300	9,800	14	...	...	..	...	...	..
OKLAHOMA												
. . . . .												
OREGON												
*LANE COMMUNITY COLLEGE	6,448	10,007	9	8,060	12,510	9	8,706	13,503	9	9,673	15,018	9
*LINN-BENTON COMMUNITY COLL	6,620	10,093	9	8,290	12,656	9	...	...	..	10,110	15,436	9
*UMPQUA COMMUNITY COLLEGE	7,022	9,410	6	8,824	11,824	6	...	...	..	...	...	..
PENNSYLVANIA												
*COMM COL OF DELAWARE COUNTY	7,600	10,600	7	8,400	10,600	5	...	...	..	14,700	16,800	3
*HARRISBURG AREA COMM COLL	7,500	11,500	..	8,500	13,500	..	10,000	16,000	..	...	...	..
KEYSTONE JUNIOR COLLEGE	7,400	9,500	..	8,000	12,700	..	9,000	14,900	..	9,500	...	..
LACKAWANNA JR COLLEGE	6,000	9,600	12	6,600	10,200	12	...	...	..	...	...	..
RHODE ISLAND												
. . . . .												
SOUTH CAROLINA												
*SPARTANBURG JUNIOR COLLEGE	5,830	6,572	..	6,890	9,010	..	...	...	..	8,056	10,282	..
SOUTH DAKOTA												
PRESENTATION COLLEGE	6,420	8,859	10	8,218	10,657	10	...	...	..	...	...	..
TENNESSEE												
MARTIN JUNIOR COLLEGE	6,500	6,800	3	6,800	7,500	7	7,100	7,900	8	7,700	8,600	9
*TENN STATE COMM COLLEGES												
CLEVELAND STATE COMM COLLEGE	6,200	8,000	..	7,200	11,300	..	7,500	12,500	..	8,800	16,600	..
COLUMBIA STATE COMM COLLEGE	6,200	8,000	..	7,200	11,300	..	7,500	12,500	..	8,800	16,600	..
JACKSON STATE COMM COLLEGE	6,200	8,000	..	7,200	11,300	..	7,500	12,500	..	8,800	16,600	..
MOTLOW STATE COMM COLLEGE	6,200	8,000	..	7,200	11,300	..	7,500	12,500	..	8,800	16,600	..
WALTERS STATE COMM COLLEGE	6,200	8,000	..	7,200	11,300	..	7,500	12,500	..	8,800	16,600	..
TEXAS												
*CLARENDON COLLEGE	6,500	7,500	10	7,600	9,100	15	7,800	9,300	15	8,100	9,600	15
*COLLEGE OF THE MAINLAND	8,453	13,682	14	9,293	15,047	14	...	...	..	9,608	15,551	14
*COOKE COUNTY JUNIOR COLLEGE	...	...	..	7,700	8,900	4	8,200	10,000	6	...	...	..
*GALVESTON COLLEGE	6,800	10,066	10	7,800	11,546	10	...	...	..	9,568	14,162	10
*GRAYSON COUNTY JUNIOR COLL[c]	...	...	..	7,450	8,700	10	7,950	9,200	10	8,950	10,450	10
*MCLENNAN COMMUNITY COLLEGE[b]	...	...	..	7,780	9,220	..	8,500	10,900	..	9,490	12,690	..
*MOUNTAIN VIEW COLLEGE[c]	8,063	9,998	8	8,815	12,040	11	9,568	13,330	12	11,073	15,910	15
*NAVARRO JUNIOR COLLEGE	...	...	..	7,740	9,846	18	8,100	10,206	18	8,460	10,566	18
*PERMIAN JUNIOR COLLEGE SYS												
MIDLAND COLLEGE	...	...	..	7,700	9,800	7	8,300	10,400	7	10,200	14,200	8
ODESSA COLLEGE	...	...	..	7,700	9,800	7	8,300	10,400	7	10,200	14,200	8
*SAN JACINTO COLLEGE	...	...	..	8,016	10,662	14	8,516	11,162	14	10,016	12,662	14
*SOUTHWEST TEXAS JUNIOR COLL	...	...	..	8,000	10,000	20	...	...	..	9,500	12,000	20
SOUTH TEXAS JUNIOR COLLEGE	...	...	..	7,080	9,780	15	7,440	10,140	15	7,800	10,500	15
*TARRANT COUNTY JR COLL DIST[c]	6,900	9,300	10	7,500	10,200	11	8,100	11,100	12	9,300	13,200	15
*TEXARKANA COLLEGE[c]	6,610	7,100	4	7,110	9,520	20	7,610	10,020	20	8,610	11,020	20
*WEATHERFORD COLLEGE	6,000	6,800	4	7,000	7,800	4	8,000	10,600	13	9,000	11,600	13
UTAH												
*UTAH TECHNICAL COLL AT PROVO	6,737	10,106	9	7,748	12,127	12	...	...	..	9,432	14,417	16
VERMONT												
. . . . .												
VIRGINIA												
. . . . .												
WASHINGTON												
*CLARK COLLEGE	...	...	..	8,400	11,750	10	8,900	12,250	10	10,150	15,600	20

PART A. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY ACADEMIC PREPARATION, 1970-71 (CONTINUED)

STATE AND INSTITUTION BY CONTROL (* PUBLIC INSTITUTION)	BACHELORS MINIMUM	BACHELORS MAXIMUM	BACHELORS INCR.	MASTERS MINIMUM	MASTERS MAXIMUM	MASTERS INCR.	SIX YEARS MINIMUM	SIX YEARS MAXIMUM	SIX YEARS INCR.	DOCTORS MINIMUM	DOCTORS MAXIMUM	DOCTORS INCR.
WASHINGTON(CONTINUED)												
*COMMUNITY COLL DIST 5 EDMONDS COMMUNITY COLLEGE[d]	7,502	10,652	10	8,867	12,962	13	9,497	13,592	13	11,560	15,655	13
EVERETT COMMUNITY COLLEGE[d]	7,502	10,652	10	8,867	12,962	13	9,497	13,592	13	11,560	15,655	13
*WENATCHEE VALLEY COLLEGE	...	...	..	8,350	11,690	10	9,018	13,026	12	12,859	16,199	10
WEST VIRGINIA												
. . . . .												
WISCONSIN												
*AREA VOC TECH AD ED DIST 1[i]	7,600	12,000	11	8,600	13,275	11	9,130	13,893	11	9,400	14,350	11
*DISTRICT 13 VOC TECH ADULT	7,350	10,170	8	7,950	13,200	11	8,400	13,650	11	...	...	..
*KENOSHA TECHNICAL INSTITUTE	7,800	10,140	6	8,800	13,480	12	9,550	14,230	12	10,300	14,980	12
*MILWAUKEE AREA TECH COLLEGE	8,662	14,083	13	9,496	14,917	13	10,330	15,751	13	11,180	16,601	13
*NICOLET COLLEGE & TECH INST	6,800	9,900	..	7,900	13,600	..	8,300	14,900	..	...	...	..
WYOMING												
*NORTHWEST COMMUNITY COLLEGE[c]	6,900	8,200	4	7,400	11,150	10	8,144	12,644	12	9,000	14,250	14
*WESTERN WYOMING COMM COLLEGE	7,200	7,800	2	7,800	11,400	9	8,600	13,400	12	9,400	15,000	14
CANAL ZONE												
. . . . .												
PUERTO RICO												
. . . . .												

[a]6-year salaries are for the master's plus 40 semester units.
[b]6-year salaries are for the master's plus 36 semester units.
[c]6-year salaries are for the master's plus 24 semester units.
[d]Salaries shown exclude long-service increments.
[e]Salaries shown include merit increments.
[f]6-year salaries are for the bachelor's plus 56 units including the master's.
[g]6-year salaries are for the master's plus 28 semester units.
[h]6-year salaries are for the master's plus 45 semester units.
[i]6-year salaries are for the master's plus 20 semester units.
[j]Doctoral salaries are negotiable.
[k]6-year salaries are for the master's plus 32 semester units.
[l]Minimum shown is for annual contract; maximum is for continuing contract.
[m]6-year salaries are for the master's plus 27 semester units.

PART B. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY FACULTY RANK, 1970-71

STATE AND INSTITUTION BY CONTROL (• PUBLIC INSTITUTION)	INSTRUCTOR			ASSISTANT PROFESSOR			ASSOCIATE PROFESSOR			PROFESSOR		
	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.
ALABAMA												
. . . . .												
ALASKA												
•U OF ALASKA COMM COLL SYSTEM												
ANCHORAGE COMMUNITY COLLEGE	9,000	12,375	15	12,600	15,975	15	16,200	19,575	15	19,800	23,175	15
JUNEAU DOUGLAS COMM COLLEGE	9,000	12,375	15	12,600	15,975	15	16,200	19,575	15	19,800	23,175	15
KENAI PENINSULA COMM COLL	9,000	12,375	15	12,600	15,975	15	16,200	19,575	15	19,800	23,175	15
KETCHIKAN COMMUNITY COLLEGE	9,000	12,375	15	12,600	15,975	15	16,200	19,575	15	19,800	23,175	15
KODIAK COMMUNITY COLLEGE	9,000	12,375	15	12,600	15,975	15	16,200	19,575	15	19,800	23,175	15
MATANUSKA SUSITNA COMM COLL	9,000	12,375	15	12,600	15,975	15	16,200	19,575	15	19,800	23,175	15
SITKA COMMUNITY COLLEGE	9,000	12,375	15	12,600	15,975	15	16,200	19,575	15	19,800	23,175	15
ARIZONA												
. . . . .												
ARKANSAS												
. . . . .												
CALIFORNIA												
•KERN JOINT JR COLL DISTRICT												
BAKERSFIELD COLLEGE[a/b]	8,181	10,780	..	10,603	12,458	..	12,684	15,433	..	15,171	17,534	..
PORTERVILLE COLLEGE[a/b]	8,181	10,780	..	10,603	12,458	..	12,684	15,433	..	15,171	17,534	..
COLORADO												
. . . . .												
CONNECTICUT												
•CONN REGIONAL COMM COLLEGES												
GREATER HARTFORD COMM COLL	10,179	12,537	6	11,336	13,826	6	13,802	17,078	6	16,098	19,770	6
MANCHESTER COMM COLLEGE	10,179	12,537	6	11,336	13,826	6	13,802	17,078	6	16,098	19,770	6
MATTATUCK COMM COLLEGE	10,179	12,537	6	11,336	13,826	6	13,802	17,078	6	16,098	19,770	6
MIDDLESEX COMM COLLEGE	10,179	12,537	6	11,336	13,826	6	13,802	17,078	6	16,098	19,770	6
NORTHWESTERN CONN COMM COLL	10,179	12,537	6	11,336	13,826	6	13,802	17,078	6	16,098	19,770	6
•NORWALK ST TECHNICAL COLLEGE	10,748	13,172	6	11,970	14,526	6	14,526	17,934	6	16,959	20,757	6
QUINNIPIAC COLLEGE	8,600	10,750	9	9,675	12,685	9	11,556	15,426	9	14,459	19,189	9
•THAMES VALLEY ST TECH COLL	10,748	13,172	6	11,970	14,526	6	14,526	17,934	6	16,959	20,757	6
•WATERBURY STATE TECH COLLEGE	10,748	13,172	..	11,970	14,526	..	14,526	17,934	..	16,959	20,757	..
DELAWARE												
WESLEY COLLEGE[a/b]	6,500	9,400	..	7,500	11,100	..	8,000	13,100	..	11,400	15,000	..
DISTRICT OF COLUMBIA												
. . . . .												
FLORIDA												
•GULF COAST JUNIOR COLLEGE[a/b]	7,500	9,600	..	7,800	9,900	..	8,400	10,500	..	8,700	10,800	..
•INDIAN RIVER COMM COLLEGE	8,000	12,600	..	10,000	14,600	..	12,000	16,600	..	14,000	18,600	..
•MIAMI-DADE JUNIOR COLLEGE	9,840	12,060	..	10,680	14,600	..	12,120	15,800	..	13,980	19,000	..
•NORTH FLORIDA JR COLLEGE	8,000	10,100	18	8,300	10,400	18	8,600	10,700	18	10,400	13,400	15
GEORGIA												
•FLOYD JUNIOR COLLEGE	8,000	10,000	..	9,000	11,500	..	10,500	12,000	..	11,000	14,000	..
HAWAII												
. . . . .												
IDAHO												
. . . . .												
ILLINOIS												
•MORAINE VALLEY COMM COLLEGE	8,500	10,200	4	9,500	12,250	5	11,100	15,000	6	12,200	17,450	7
•OAKTON COMMUNITY COLLEGE	8,300	12,000	..	9,100	14,000	..	10,300	16,500	..	12,000	20,000	..
•SAUK VALLEY COLLEGE	7,750	10,450	8	9,000	12,625	9	10,250	15,525	11	11,500	17,425	11
•WILLIAM RAINEY HARPER COLL	8,500	15,000	..	9,700	17,000	..	11,000	20,000	..	12,800	23,000	..
INDIANA												
•INDIANA VOC-TECH COLLEGE	7,000	9,500	..	8,000	10,500	..	9,000	11,500	..	10,000	14,000	..
IOWA												
•SOUTHWESTERN COMMUNITY COLL[a/b]	7,200	10,400	..	8,900	10,900	..	9,700	12,000	..	11,000	14,000	7

PART B. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY FACULTY RANK, 1970-71 (CONTINUED)

STATE AND INSTITUTION BY CONTROL (• PUBLIC INSTITUTION)	INSTRUCTOR			ASSISTANT PROFESSOR			ASSOCIATE PROFESSOR			PROFESSOR		
	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.
KANSAS												
. . . . .												
KENTUCKY												
. . . . .												
LOUISIANA												
. . . . .												
MAINE												
. . . . .												
MARYLAND												
•ALLEGANY COMMUNITY COLLEGE	6,600	9,000	8	7,800	11,000	8	9,500	14,000	9	11,200	17,200	10
•ANNE ARUNDEL COMMUNITY COLL	7,000	10,000	..	8,500	12,500	..	10,500	14,500	..	12,500	17,500	..
•CATONSVILLE COMMUNITY COLL	8,790	11,190	16	10,520	13,720	16	12,310	16,310	16	14,365	19,165	16
•CHARLES COUNTY COMM COLLEGE	7,450	10,800	..	9,000	13,500	..	10,800	16,000	..	12,500	18,500	..
•CHESAPEAKE COLLEGE	7,000	9,100	7	8,000	10,800	7	9,000	12,500	7	10,500	14,700	7
•COMM COLLEGE OF BALTIMORE	8,650	11,950	11	10,425	14,825	11	11,750	17,250	11	13,725	20,325	11
•ESSEX COMMUNITY COLLEGE	8,790	11,190	16	10,520	13,720	16	12,310	16,310	16	14,365	19,165	16
•HARFORD COMMUNITY COLLEGE	7,900	11,270	8	9,300	13,300	8	11,050	15,730	8	12,975	18,375	8
MOUNT PROVIDENCE JR COLLEGE	6,300	8,100	..	8,200	10,600	..	9,900	12,900	..	...	...	..
•PRINCE GEORGE'S COMM COLL	8,670	14,060	12	9,425	15,185	13	11,070	16,510	12	12,865	17,360	10
MASSACHUSSETTS												
•BERKSHIRE COMM COLL	7,670	10,507	..	8,978	12,425	..	10,759	15,291	..	13,411	19,100	..
•BRISTOL COMM COLL	7,670	10,507	..	8,978	12,425	..	10,759	15,291	..	13,411	19,100	..
•CAPE COD COMM COLL	7,670	10,507	..	8,978	12,425	..	10,759	15,291	..	13,411	19,100	..
•GREENFIELD COMM COLL	7,670	10,507	..	8,978	12,425	..	10,759	15,291	..	13,411	19,100	..
•HOLYOKE COMM COLL	7,670	10,507	..	8,978	12,425	..	10,759	15,291	..	13,411	19,100	..
•MASSACHUSETTS BAY COMM COLL	7,670	10,507	..	8,978	12,425	..	10,759	15,291	..	13,411	19,100	..
•MASSASOIT COMM COLL	7,670	10,507	..	8,978	12,425	..	10,759	15,291	..	13,411	19,100	..
•MOUNT WACHUSETT COMM COLL	7,670	10,507	..	8,978	12,425	..	10,759	15,291	..	13,411	19,100	..
•NEWTON JUNIOR COLLEGE	8,015	11,740	10	9,755	14,105	10	11,740	15,930	9	13,850	18,325	9
•NORTHERN ESSEX COMM COLL	7,670	10,507	..	8,978	12,425	..	10,759	15,291	..	13,411	19,100	..
•NORTH SHORE COMM COLL	7,670	10,507	..	8,978	12,425	..	10,759	15,291	..	13,411	19,100	..
•QUINSIGAMOND COMM COLL	7,670	10,507	..	8,978	12,425	..	10,759	15,291	..	13,411	19,100	..
•SPRINGFIELD TECHNICAL C C	7,670	10,507	..	8,978	12,425	..	10,759	15,291	..	13,411	19,100	..
MICHIGAN												
•GOGEBIC COMMUNITY COLLEGE[a/b]	7,300	11,840	..	8,200	12,135	10	8,400	12,432	10	8,700	12,876	10
•OAKLAND COMMUNITY COLLEGE	9,923	13,962	7	11,487	16,163	7	13,297	18,711	7	15,393	21,661	7
MINNESOTA												
. . . . .												
MISSISSIPPI												
. . . . .												
MISSOURI												
•MISSOURI SOUTHERN COLLEGE	7,500	10,500	..	8,200	11,500	..	9,000	12,500	..	11,400	14,500	..
•MISSOURI WESTERN COLLEGE[a/b]	7,740	11,100	..	8,340	12,840	..	8,940	13,940	..	9,400	15,000	..
•ST LOUIS JUNIOR COLL DIST												
FLORISANT VALLEY COMM COLL	7,540	12,447	11	10,493	12,978	5	12,468	15,187	5	14,634	17,778	5
FOREST PARK COMM COLLEGE	7,540	12,447	11	10,493	12,978	5	12,468	15,187	5	14,634	17,778	5
MERAMEC COMMUNITY COLLEGE	7,540	12,447	11	10,493	12,978	5	12,468	15,187	5	14,634	17,778	5
MONTANA												
. . . . .												
NEBRASKA												
. . . . .												
NEVADA												
. . . . .												
NEW HAMPSHIRE												
•NEW HAMPSHIRE TECH. INST.	7,371	9,235	..	8,078	10,163	..	8,811	10,920	..	10,225	12,846	..
NEW JERSEY												
•ATLANTIC COMMUNITY COLLEGE	7,400	9,560	..	8,560	14,810	..	11,400	16,900	..	13,300	19,950	..
•BERGEN COMMUNITY COLLEGE	8,511	12,111	9	9,360	15,360	12	11,316	17,916	11	14,520	21,270	9
•BROOKDALE COMMUNITY COLLEGE	8,124	11,323	..	9,875	13,767	..	12,003	16,728	..	14,458	20,492	..
•BURLINGTON COUNTY COLLEGE	8,100	10,900	..	9,600	13,000	..	11,500	15,700	..	13,800	18,700	..

PART B. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY FACULTY RANK, 1970-71 (CONTINUED)

STATE AND INSTITUTION BY CONTROL	INSTRUCTOR			ASSISTANT PROFESSOR			ASSOCIATE PROFESSOR			PROFESSOR		
(* PUBLIC INSTITUTION)	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.
NEW JERSEY(CONTINUED)												
*COUNTY COLLEGE OF MORRIS	7,800	11,600	..	9,100	15,515	..	10,850	19,250	..	12,750	23,625	..
ENGLEWOOD CLIFFS COLLEGE	7,000	8,500	..	8,500	10,000	..	10,500	12,000	..	12,000	15,000	..
*ESSEX COUNTY COLLEGE	8,800	13,440	10	9,780	15,720	11	11,400	18,000	11	14,700	21,960	11
LUTHER COLL BIBLE & LIB ARTS	7,700	8,800	10	8,250	10,725	15	8,800	12,100	11	9,350	14,850	6
*MERCER COUNTY COMM COLLEGE	8,500	11,075	..	9,900	12,900	..	12,100	15,700	..	14,200	19,100	..
*SOMERSET COUNTY COLLEGE	8,560	11,711	..	10,119	14,099	..	12,848	17,623	..	14,781	19,557	..
TOMBROCK COLLEGE	8,000	9,200	4	9,000	10,200	3	10,500	11,500	2	12,000	12,600	1
UNION COLLEGE	8,200	10,200	..	10,000	14,000	..	11,400	16,200	..	14,000	20,750	..
NEW MEXICO												
. . . . .												
NEW YORK												
*ADIRONDACK COMMUNITY COLLEGE	8,100	10,900	7	9,100	13,100	8	10,300	15,700	9	11,600	18,600	10
*BOROUGH OF MANHATTAN COM COL	11,960	16,410	7	12,560	19,760	8	15,760	24,240	9	19,760	28,550	7
*BROOME TECH COMMUNITY COLL	7,530	11,380	10	8,335	13,835	10	9,680	15,380	10	11,375	18,275	10
*CITY UNIVERSITY OF NEW YORK												
BOROUGH OF MANHATTAN COM COL[b]	11,960	16,410	7	12,560	19,760	9	15,760	24,240	9	19,760	28,550	7
BRONX COMMUNITY COLLEGE[b]	11,960	16,410	7	12,560	19,760	9	15,760	24,240	9	19,760	28,550	7
HOSTOS COMMUNITY COLLEGE[b]	11,960	16,410	7	12,560	19,760	9	15,760	24,240	9	19,760	28,550	7
KINGSBOROUGH COMM COLLEGE[b]	11,960	16,410	7	12,560	19,760	9	15,760	24,240	9	19,760	28,550	7
NEW YORK CITY COMM COLLEGE[b]	11,960	16,410	7	12,560	19,760	9	15,760	24,240	9	19,760	28,550	7
QUEENSBOROUGH COMM COLLEGE[b]	11,960	16,410	7	12,560	19,760	9	15,760	24,240	9	19,760	28,550	7
STATEN ISLAND COMM COLLEGE[b]	11,960	16,410	7	12,560	19,760	9	15,760	24,240	9	19,760	28,550	7
*CLINTON COMMUNITY COLLEGE	8,200	10,865	5	9,389	12,833	6	10,825	15,745	8	12,300	17,835	9
*COLUMBIA-GREENE COMM COLL	7,900	9,900	5	8,600	11,600	6	10,100	14,300	7	11,900	16,800	7
*DUTCHESS COMMUNITY COLLEGE	7,870	10,870	5	9,800	13,300	5	11,640	15,640	5	14,100	18,600	5
ELIZABETH SEATON COLLEGE	7,260	9,000	..	8,200	10,500	..	9,200	12,000	..	10,200	14,000	..
*FASHION INST OF TECHNOLOGY	12,610	13,230	2	13,925	18,605	6	15,970	22,265	6	18,655	26,075	6
*GENESEE COMMUNITY COLLEGE	8,500	11,750	..	9,500	14,100	..	11,100	18,000	..	13,000	20,000	..
*HERKIMER COUNTY COMM COLL	7,700	10,250	..	9,000	13,075	..	10,450	15,700	..	11,990	17,900	..
*HUDSON VALLEY COMMUNITY COLL	7,850	12,150	10	9,150	14,800	11	10,200	15,800	10	12,550	19,500	10
*JEFFERSON COMM COLLEGE[d]	7,600	10,792	7	9,120	12,956	7	10,830	15,380	7	12,540	17,811	7
MARIA COLLEGE	6,500	8,000	..	7,625	9,225	..	8,825	10,625	..	10,175	12,175	..
MARIA REGINA COLLEGE	5,700	8,050	7	6,500	9,240	7	7,600	10,700	7	8,800	12,400	7
*MOHAWK VALLEY COMM COLLEGE	8,000	11,500	..	9,500	13,500	..	11,000	16,000	..	12,000	19,000	..
*MONROE COMMUNITY COLLEGE	7,900	12,700	9	9,450	14,970	9	11,000	17,600	9	13,700	21,800	9
*NASSAU COMMUNITY COLLEGE	10,290	14,140	7	11,635	18,785	11	13,682	21,932	11	16,489	25,839	11
*NIAGARA COUNTY COMM COLLEGE	7,800	9,975	5	9,700	12,200	5	11,200	14,150	5	12,800	16,500	5
*ONONDAGA COMM COLLEGE	8,070	10,093	5	9,393	11,748	5	10,408	13,375	5	12,745	15,507	5
*ORANGE COUNTY COMM COLLEGE	8,275	13,945	9	9,610	15,750	9	10,745	17,355	9	11,710	18,800	9
*ROCKLAND COMMUNITY COLLEGE	8,740	11,845	9	10,235	14,375	9	12,305	17,480	9	13,800	20,010	9
*SUFFOLK COUNTY COMM COLLEGE	8,910	14,486	10	10,247	16,638	10	12,362	20,399	10	15,583	23,731	10
*SUNY AGRIC AND TECH COLLEGES												
AG-TECH COLLEGE-DELHI	7,100	9,950	..	7,500	14,000	..	9,600	18,000	..	12,100	28,000	..
*WESTCHESTER COMM COLLEGE	8,810	10,970	4	11,585	15,365	4	12,895	17,095	4	15,830	20,990	4
NORTH CAROLINA												
. . . . .												
NORTH DAKOTA												
. . . . .												
OHIO												
*CLARK COUNTY TECH INST	7,000	9,500	..	9,000	13,500	..	10,000	15,000	..	...	...	..
*JEFFERSON COUNTY TECH INST	6,850	9,550	9	7,850	11,450	9	9,600	13,100	6	...	...	..
KETTERING COLLEGE OF MED ART	8,400	9,240	..	9,360	10,200	..	10,320	10,740	..	10,800	11,280	..
*VANGUARD TECHNICAL INSTITUTE	7,000	10,500	9	9,000	13,500	10	...	...	..	10,000	14,500	11
OKLAHOMA												
. . . . .												
OREGON												
. . . . .												
PENNSYLVANIA												
*BUTLER COUNTY COMM COLLEGE	7,300	10,000	..	8,450	12,000	..	10,100	14,000	..	12,500	16,500	..
*COMM COLL OF ALLEGHENY CO	7,500	10,300	7	8,500	12,500	8	10,000	14,200	7	12,300	17,200	7
*COMM COL OF DELAWARE COUNTY	8,400	10,600	5	10,100	12,800	5	12,200	15,400	5	14,700	16,800	3
*HARRISBURG AREA COMM COLL	7,500	11,500	..	8,500	13,500	..	10,000	16,000	..	11,000	...	..
*MONTGOMERY COUNTY COMM COLL	8,000	11,000	..	9,000	13,000	..	11,000	15,000	..	13,000	17,000	..
*NORTHAMPTON CO AREA COMM COL	7,750	11,000	..	9,100	13,000	..	10,800	15,000	..	12,500	16,900	..
RHODE ISLAND												
. . . . .												

PART B. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY FACULTY RANK, 1970-71 (CONTINUED)

STATE AND INSTITUTION BY CONTROL	INSTRUCTOR			ASSISTANT PROFESSOR			ASSOCIATE PROFESSOR			PROFESSOR		
	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.	MINIMUM	MAXIMUM	INCR.
(• PUBLIC INSTITUTION)												
SOUTH CAROLINA												
. . . . .												
SOUTH DAKOTA												
. . . . .												
TENNESSEE												
•STATE TECHNICAL INSTITUTE	7,117	11,370	..	7,607	12,025	..	8,589	12,515	..	9,570	13,006	..
•TENN STATE COMM COLLEGES												
CLEVELAND STATE COMM COLLEGE	6,200	12,000	..	7,500	14,000	..	7,650	15,200	..	7,800	16,600	..
COLUMBIA STATE COMM COLLEGE	6,200	12,000	..	7,500	14,000	..	7,650	15,200	..	7,800	16,600	..
JACKSON STATE COMM COLLEGE	6,200	12,000	..	7,500	14,000	..	7,650	15,200	..	7,800	16,600	..
MOTLOW STATE COMM COLLEGE	6,200	12,000	..	7,500	14,000	..	7,650	15,200	..	7,800	16,600	..
WALTERS STATE COMM COLLEGE	6,200	12,000	..	7,500	14,000	..	7,650	15,200	..	7,800	16,600	..
•TENN STATE TECH INSTITUTES												
CHATTANOOGA STATE TECH INST	7,117	11,370	..	7,607	12,025	..	8,589	12,515	..	9,570	13,006	..
NASHVILLE STATE TECH INST	7,117	11,370	..	7,607	12,025	..	8,589	12,515	..	9,570	13,006	..
TEXAS												
•DEL MAR COLLEGE[b]	7,500	10,540	..	8,100	11,800	..	8,800	13,100	..	9,400	14,400	..
•PERMIAN JUNIOR COLLEGE SYS												
MIDLAND COLLEGE	7,700	9,800	..	8,700	10,400	..	9,700	11,300	..	11,000	14,200	..
ODESSA COLLEGE	7,700	9,800	..	8,700	10,400	..	9,700	11,300	..	11,000	14,200	..
SOUTHERN BIBLE COLLEGE	4,300	4,900	6	4,950	5,850	9	5,650	6,850	12	6,700	8,200	15
•TARRANT COUNTY JR COLL DIST	7,500	10,200	11	8,100	11,100	12	8,700	12,000	13	9,300	13,200	15
UTAH												
. . . . .												
VERMONT												
. . . . .												
VIRGINIA												
•WYTHEVILLE COMMUNITY COLLEGE	7,000	9,800	..	8,750	11,550	..	10,500	13,300	..	12,250	15,050	..
•BLUE RIDGE COMMUNITY COLLEGE	7,000	9,800	..	8,750	11,550	..	10,500	13,300	..	12,250	15,050	..
•CENTRAL VIRGINIA COMM COLL	7,000	9,800	..	8,750	11,550	..	10,500	13,300	..	12,250	15,050	..
•DABNEY LANCHESTER COMM COLL	7,000	9,800	..	8,750	11,550	..	10,500	13,300	..	12,250	15,050	..
•DANVILLE COMMUNITY COLLEGE	7,000	9,800	..	8,750	11,550	..	10,500	13,300	..	12,250	15,050	..
•GERMANNA COMM COLLEGE	7,000	9,800	..	8,750	11,550	..	10,500	13,300	..	12,250	15,050	..
•JOHN TYLER COMM COLLEGE	7,000	9,800	..	8,750	11,550	..	10,500	13,300	..	12,250	15,050	..
•LORD FAIRFAX COMM COLLEGE	7,000	9,800	..	8,750	11,550	..	10,500	13,300	..	12,250	15,050	..
•NEW RIVER COMMUNITY COLLEGE	7,000	9,800	..	8,750	11,550	..	10,500	13,300	..	12,250	15,050	..
•NORTHERN VIRGINIA COMM COLL	7,000	9,800	..	8,750	11,550	..	10,500	13,300	..	12,250	15,050	..
•SOUTHSIDE VA COMM COLLEGE	7,000	9,800	..	8,750	11,550	..	10,500	13,300	..	12,250	15,050	..
•SOUTHWEST VIRGINIA COMM COLL	7,000	9,800	..	8,750	11,550	..	10,500	13,300	..	12,250	15,050	..
•THOMAS NELSON COMM COLLEGE	7,000	9,800	..	8,750	11,550	..	10,500	13,300	..	12,250	15,050	..
•TIDEWATER COMMUNITY COLLEGE	7,000	9,800	..	8,750	11,550	..	10,500	13,300	..	12,250	15,050	..
•VIRGINIA HIGHLANDS COMM COLL	7,000	9,800	..	8,750	11,550	..	10,500	13,300	..	12,250	15,050	..
•VIRGINIA WESTERN COMM COLL	7,000	9,800	..	8,750	11,550	..	10,500	13,300	..	12,250	15,050	..
WASHINGTON												
. . . . .												
WEST VIRGINIA												
OHIO VALLEY COLLEGE	5,800	7,000	..	6,800	8,300	..	7,800	9,500	..	8,500	10,000	..
WISCONSIN												
. . . . .												
WYOMING												
•SHERIDAN COLLEGE	7,210	8,810	5	8,060	10,300	7	9,120	11,360	7	10,180	13,060	9
CANAL ZONE												
. . . . .												
PUERTO RICO												
•COMM COLLEGES-U-PUERTO RICO[a/b]	6,120	10,920	..	7,020	11,820	..	8,040	12,840	..	9,300	14,100	..

[a]Number of increments varies with level of educational preparation within each rank.
[b]Salaries cover the range of educational preparation within each rank.

V. EXAMPLES OF SALARY SCHEDULES

THIS SECTION contains copies of seven salary schedules, six representing public 2-year colleges and one representing the nonpublic. Among the schedules is a negotiated faculty salary agreement, a schedule for a 2-year technical institute, and comprehensive schedules based on academic preparation, faculty rank, and a combination of preparation and rank. Extraneous information in the original documents has been deleted.

The examples selected for this edition complement those published in earlier editions of this series. A review of these materials shows the variety of ways the contents of salary schedules are expressed.

These institutions have granted the NEA Research Division permission to reproduce their salary schedules. They are included for illustrative purposes only; therefore, identification has been deleted. The selection of these schedules does not imply endorsement or approval by the National Education Association or the NEA Research Division.

SALARY SCHEDULE OF A PUBLIC JUNIOR COLLEGE

Sections deleted:

Table of Contents
Duration of Agreement
General Statement of Philosophy and Purpose
Sick Leave for Twelve Month Faculty
Faculty Workload
Winterim Load and Responsibilities

MINIMUM QUALIFICATIONS FOR ADVANCEMENT IN RANK

1. The following table of minimum qualifications is a guideline to be applied in determining rank promotion of faculty members.
2. The numbers below refer to the number of total years of college teaching experience, other teaching experience, and other related experience.

RANK	DOCTORATE	MASTER'S & COMP. UNIV. CERTIFICATE	MASTER'S	BACHELOR'S
Professor	8 yrs.	10 yrs.	12 yrs.	NA
Associate Professor	3 yrs.	6 yrs.	8 yrs.	NA
Assistant Professor	0 yrs.	2 yrs.	5 yrs.	NA
Instructor	NA*	0 yrs.	0 yrs.	4 yrs.
Technical Specialist I	NA	NA	NA	0 yrs.
Technical Specialist II	NA	NA	NA	0 yrs.

NOTES: (1) *Not Applicable
(2) When an individual is promoted, he moves across but not down on the salary schedule.

FULL-TIME PROFESSIONAL SALARY SCHEDULE FOR 1970-71

Step	Technical Specialist II		Technical Specialist I		Instructor		Assistant Professor		Associate Professor		Professor	
	Index	Dollars	Index	Dollars	Index	Dollars	Index	Dollars	Index	Dollars	Index	Dollars
1	.75	$6,068	.85	$6,877	1.00	$8,090	1.17	$9,465	1.365	$11,043	1.60	$12,944
2	.82	6,634	.92	7,443	1.07	8,656	1.25	10,113	1.45	11,731	1.685	13,632
3	.89	7,200	.99	8,009	1.14	9,223	1.33	10,760	1.535	12,418	1.77	14,319
4	.96	7,766	1.06	8,575	1.21	9,789	1.41	11,407	1.62	13,106	1.855	15,007
5	1.03	8,333	1.13	9,142	1.28	10,355	1.49	12,054	1.705	13,793	1.940	15,695
6	1.10	8,899	1.20	9,708	1.35	10,922	1.57	12,701	1.79	14,481	2.025	16,382
7	1.17	9,465	1.27	10,274	1.42	11,488	1.65	13,349	1.875	15,169	2.11	17,070
8	1.24	10,032	1.34	10,841					1.96	15,856	2.195	17,758
9			1.41	11,407							2.28	18,445
10			1.48	11,973							2.365	19,133

NOTES: (1) The above index has a base of $8,090 - 1.00 index number.

(2) When an individual is promoted, he goes across but not down on the salary schedule.

(3) Twelve-month contracted faculty receive 1/9 per month additional.

PART-TIME AND 5-WEEK SUMMER SESSION SALARY SCHEDULE

Credit Hours	Technical Specialist	Instructor	Assistant Professor	Associate Professor	Professor
1	$150	$ 175	$ 200	$ 225	$ 250
2	300	350	400	450	500
3	450	525	600	675	750
4	600	700	800	900	1,000
5	750	875	1,000	1,125	1,250
6	900	1,050	1,200	1,350	1,500

NOTES: (a) Technical Specialist I and II classified together

(b) Rank placement same as for preceding academic year, without consideration of increment step.

(c) Special Summer Session faculty will be assigned rank placement.

(d) Hours in laboratory beyond normal time included for the credit hours allocated to that course will be credited at full value as related to workload.

FULL-TIME FACULTY SUMMER SESSION AND OVERLOAD SCHEDULE

Credit Hours	Technical Specialist	Instructor	Assistant Professor	Associate Professor	Professor
1	$ 195	$ 227.50	$ 260	$ 292.50	$ 325
2	390	455	520	585	650
3	585	682.50	780	877.50	975
4	780	910	1,040	1,170	1,300
5	975	1,137.50	1,300	1,462.50	1,625
6	1,170	1,365	1,560	1,755	1,950

NOTES: (a) Technical Specialist I and II classified together.

(b) Rank placement same as for preceding academic year, without consideration of increment step.

(c) Special Summer Session faculty will be assigned rank placement.

(d) Hours in laboratory beyond normal time included for the credit hours allocated to that course will be credited at full value as related to workload.

SALARY SCHEDULE OF A PUBLIC JUNIOR COLLEGE

[NAME OF INSTITUTION] SALARY SCHEDULE

Experience	Bachelors	Masters	Masters + 30**	Masters +60**	Doctors
0	$6,500	$7,600*	$7,800*	$8,000*	$8,100*
1	6,600	7,700	7,900	8,100	8,200
2	6,700	7,800	8,000	8,200	8,300
3	6,800	7,900	8,100	8,300	8,400
4	6,900	8,000	8,200	8,400	8,500
5	7,000	8,100	8,300	8,500	8,600
6	7,100	8,200	8,400	8,600	8,700
7	7,200	8,300	8,500	8,700	8,800
8	7,300	8,400	8,600	8,800	8,900
9	7,400	8,500	8,700	8,900	9,000
10	7,500	8,600	8,800	9,000	9,100
11		8,700	8,900	9,100	9,200
12		8,800	9,000	9,200	9,300
13		8,900	9,100	9,300	9,400
14		9,000	9,200	9,400	9,500
15		9,100	9,300	9,500	9,600

*Add $200 to Salary for Meetings and Travel Expenses.

**30 Semester Hours above Master's degree will be interpreted to mean 30 additional hours of advanced courses in the major or teaching fields of the instructor.

PRIOR SERVICE:

1. Prior teaching experience below college level will be equated at 1 year for each 2 years of acceptable experience.
2. College experience will be accepted at face value; credit for one year for each year taught.

All administrators' salaries shall be negotiated.

1. Department Head—Add $200 to annual salary.
2. All contracts 9 months plus 6 weeks.
3. Summer School and Night School—$100 per semester hour taught in addition to regular assigned schedule.
4. Athletic Director—$200 travel expense.

SALARY SCHEDULE OF A PUBLIC JUNIOR COLLEGE

Deleted:
Adopted Date
Effective Date
Moving Allowance Provision

210 FACULTY COMPENSATION PLAN:

210.1 The Salary schedule for ranked members of the faculty is indicated below. This schedule was approved by the Board of Regents [date]. Salaries indicated are for nine months of work. Counselors and professionally trained librarians, although without rank designation, are considered as faculty with their salaries determined on this basis.

RANK	Minimum	Maximum
Instructor (B.A.)	$7,500.00	$10,240.00
Instructor (M.A.)	7,800.00	10,540.00
Assistant Professor	8,100.00	11,800.00
Associate Professor	8,800.00	13,100.00
Professor	9,400.00	14,400.00

210.2 ADDITIONS TO THE MINIMUM SALARY:

To the minimum salaries, increments are added for:

Approved semester hours credit above the highest degree held.
(a) For persons holding the Bachelor's Degree or equivalent, payment for additional semester hours earned shall be at the rate of $10.00 per semester hour. For such persons, thirty hours beyond the Bachelor's Degree is the maximum number of hours for which this payment shall be made. (b) For persons holding the Master's Degree or equivalent, payment for approved additional semester hours earned above this degree shall be made at the rate of $13.00 per semester hour for the first thirty additional hours and at the rate of $15.00 per semester hour for the next thirty additional hours. Sixty hours beyond the Master's Degree is the maximum number of hours for which this increment shall be paid, except that (c) the doctorate shall be paid $1,500.00 annually under this provision.

A person who has completed all requirements for the doctorate except the dissertation, and who presents written certification to this effect from the college or university at which he is pursuing the doctorate, will be paid as though he had earned sixty hours beyond the Master's Degree regardless of hours actually earned.

Fractional semester hours resulting from quarter-hours, or other methods of granting credit, shall be rounded to the nearest semester hour equivalent.

Service at [Name of Institution] or acceptable previous professional experience up to a maximum of ten annual increments. The increments for each of the ranks are as follows:

Instructor	$ 60 per year (maximum $ 600)
Assistant Professor	$ 80 per year (maximum $ 800)
Associate Professor	$ 90 per year (maximum $ 900)
Professor	$100 per year (maximum $1,000)

Teaching in summer terms is not counted for service credit purposes. Credit for professional teaching experience will be allowed as follows: at [Name of Institution], full-credit; in secondary schools, one-half credit.

If computation of service results in a fractional year no credit will be given for the fraction.

A merit adjustment to be determined on the basis of recommendations from departmental and/or divisional committees, departmental chairmen, the dean of the division, and the Vice-President of the College, with final approval by the President of the College. There shall be periodic review of the performance of each faculty member, but this review need not be annually.

The amount of the merit adjustment, by rank, shall be within the following ranges:

Instructor	$0 - $1,000.00
Assistant Professor	$0 - $1,400.00
Associate Professor	$0 - $1,900.00
Professor	$0 - $2,500.00

Merit adjustments, once achieved, become part of the faculty member's base pay, provided he continues to perform acceptably.

The sum of the minimum salary, plus any additions for tenure, additional education, and merit adjustment shall not exceed the maximum salary specified for a given rank.

210.3 SPECIAL PROVISION FOR DIVISION OF FINE ARTS:

The basic elements of the system described in the foregoing apply to ranked faculty members in the Division of Fine Arts. Additionally, however, provision has been made for placement in levels within ranks and advancement in rank and/or salary for approved professional learning activities in music or art which are as significant in basic education of the faculty as credit work toward a degree in the teaching area.

210.4 SPECIAL PROVISIONS FOR VOCATIONAL INSTRUCTORS:

The basic elements of the system described above apply to full-time regular faculty members in vocational programs. Qualified instructors who meet the requirements for state approval as vocational instructors, but who do not hold a Bachelor's Degree, shall be considered, for salary and rank purposes, to have the equivalent of a Bachelor's Degree.

210.5 SUMMER TEACHING SALARY:

Full-time teaching during summer terms shall be paid at the same rate as teaching during long terms. The pay for a given person doing full-time teaching during a six weeks' summer term of day classes, or nine weeks of evening classes, shall be computed as 1½ times 1/9 of nine months' salary of the person involved.

Ranked faculty members teaching less than full-time shall have pay prorated in relation to the proportion of work done.

210.7 MISCELLANEOUS PROVISIONS:

The Board of Regents may modify or suspend any or all provisions of this policy as it may desire.

The Administration is authorized to develop appropriate techniques for the evaluation of faculty performance. Such techniques should be formulated with the assistance of faculty and staff participation.

After each evaluation of a faculty member for salary purposes, he shall be informed of the results of the evaluation of his work. A faculty member may request evaluation of his work.

A faculty member, having accomplished additional education which he wishes to present as a basis for additional salary, must present to the administration satisfactory evidence of his work not later than August of a school year. If, however, a faculty member completes all requirements for the doctorate except formal graduation and presents satisfactory evidence to this effect, his salary will be adjusted as necessary effective the next succeeding full pay period.

The Administration is authorized to develop policies concerning teaching loads, minimum class sizes, and responsibilities of the faculty as they affect salary and performance of the faculty.

SALARY SCHEDULE OF A PUBLIC JUNIOR COLLEGE

FACULTY SALARY SCHEDULE
INITIAL PLACEMENT AND PROMOTION IN RANK

[Name of Institution]
is an Equal Opportunity Employer

Each applicant will be evaluated for prior experience relative to the teaching assignment for which he is being considered. Experience credit will be allowed in the following manner:

1. One (1) year of credit is given for each year of prior college teaching experience.
2. From ½ to 1 year of credit is given for each year of prior non-college teaching experience.
3. From ½ to 1 year of credit is given for each year of prior industrial or other directly related year of experience.
4. A maximum of one (1) year of credit is given for each year of related prior experience as a graduate or teaching assistant or adjunct instructorship. Fifteen (15) teaching hours will be equal to one-half (½) year of credit and thirty (30) teaching hours equal to the maximum of one (1) year of prior experience.
5. Initial placement will be in conformity with the attached schedule up to Step 5 in the salary scale. Placement beyond Step 5 will require the approval of the System President.

Academic Qualifications: It is recommended that the following proposed criteria be adopted as policy for the evaluation of academic qualifications for rank eligibility at the initial hiring and for promotion in rank thereafter.

Rank	Degree	+ Credits	+ Experience
Professor	Doctorate		7 years
	Masters	60	7 years
	Masters	45	8 years
	Masters	30	9 years
	Masters	15	10 years
	Masters		11 years
	Bachelors	75	10 years
	Bachelors	60	11 years
	Bachelors	45	12 years
	Bachelors	30	13 years
	Bachelors	15	14 years
	Bachelors		16 years

This rank is for only the highest qualified faculty. Faculty in this rank will generally have academic preparation in subject field taught, substantially beyond the master's level or its equivalent. They should also have demonstrated, either in this system or in other institutions of higher education, a high level of proficiency in teaching. In vocational-technical fields, a professional degree at the bachelor's level or beyond, and a demonstrated high level of teaching proficiency in the field, may be considered as meeting the requirements for this rank.

Rank	Degree	+ Credits	+ Experience
Associate Professor	Doctorate		3 years
	Masters	60	3 years
	Masters	45	4 years
	Masters	30	5 years
	Masters	15	6 years
	Masters		7 years
	Bachelors	75	6 years
	Bachelors	60	7 years
	Bachelors	45	8 years
	Bachelors	30	9 years
	Bachelors	15	10 years
	Bachelors		12 years

This is the second highest faculty rank. Faculty at this rank should have preparation in the subject field, at least, equal to the master's level. In vocational-technical fields, a professional degree at the bachelor's level and beyond may be considered as meeting the requirements for this rank.

Rank	Degree	+ Credits	+ Experience
Assistant Professor	Doctorate		
	Masters	60	
	Masters	45	
	Masters	30	1 year
	Masters	15	2 years
	Masters		3 years
	Bachelors	75	2 years
	Bachelors	60	3 years
	Bachelors	45	4 years
	Bachelors	30	5 years
	Bachelors	15	6 years
	Bachelors		8 years

This is the third highest faculty rank. Faculty at this rank should have preparation substantially beyond the bachelor's level and equivalent to the master's level. In vocational-technical fields, a professional degree at the bachelor's level and at least two years' experience in the field may be considered as meeting this requirement.

Rank	Degree	+ Credits	+ Experience
Instructor	Doctorate		
	Masters		
	Bachelors	75	
	Bachelors	60	
	Bachelors	45	
	Bachelors	30	1 year
	Bachelors	15	2 years
	Bachelors		4 years

This is the fourth level of faculty rank. Faculty at this rank should have preparation in the subject field to the master's level or its equivalent. In vocational-technical fields, the combination of education experience in the field should be at least, the equivalent of the bachelor's level in preparation for instruction in the vocational-technical field assigned.

Salary Schedule for Initial Placement

		Experiential Increment Steps								Incre-
Rank	Minimum	1	2	3	4	5	6	7	8	ment
Instructor	7,500	7,900	8,300	8,700	9,100	9,500	9,900	10,300		400
Assistant Professor	8,500	9,000	9,500	10,000	10,500	11,000	11,500	12,000	12,500	500
Associate Professor	10,000	10,600	11,200	11,800	12,400	13,000	13,600	14,200		600
Professor	12,300	13,000	13,700	14,400	15,100	15,800	16,500	17,200		700

Promotion: Aside from meeting the experiential and academic qualifications required for initial rank and salary placement, it is expected that faculty will continue to improve their competence, with the objective of rank promotion in mind. Promotion will be based on credited experience, academic preparation for the higher rank, and the following [Name of Institution] experience factors:

1. An Instructor, meeting all other qualifications, shall not normally be eligible for promotion until he has completed at least two (2) successive years of teaching in that rank at the [Name of Institution].
2. An Assistant Professor, meeting all other qualifications, shall not normally be eligible for promotion until he has completed at least three (3) successive years of teaching in that rank at the [Name of Institution].

Salary Schedule for Initial Placement

Rank	Experiential Increment Steps 1	2	3	4	5	6	7	Increment
Assistant Instructor*	6,667	7,067	7,467	7,867	8,267	8,666	9,067	400
or Technician**	5,000	5,400	5,800	6,200	6,600	7,000	7,400	400

*Salary for Associate plus 4 years experience or Bachelors plus 0 years experience.
**Salary for Associate plus 0 years experience.

Assistant Instructors are hired on 9-10 month contracts.

Technicians are hired on 12 month contracts.

[Date of Adoption]

SALARY SCHEDULE OF A PUBLIC JUNIOR COLLEGE

[NAME OF INSTITUTION]

EMPLOYMENT INFORMATION

Salary Schedule
[Date of Adoption]

Step	M.A.	M.A. + 30	M.A. + 60	A.B.D.	Ph.D.
0	$7,700	$ 8,300	$ 8,900	$ 9,500	$10,200
1	8,000	8,600	9,200	9,800	10,700
2	8,300	8,900	9,500	10,100	11,200
3	8,600	9,200	9,800	10,400	11,700
4	8,900	9,500	10,100	10,700	12,200
5	9,200	9,800	10,400	11,000	12,700
6	9,500	10,100	10,700	11,300	13,200
7	9,800	10,400	11,000	11,600	13,700
8			11,300	11,900	14,200

Merit Schedule:

Placement on the merit schedule for steps above the 8th will be reserved only for the very outstanding teachers on each level who have made contributions to the college, the community, and the profession which only a few teachers make. The maximum of merit raises at this level is set at $600. Each merit raise may not exceed $200.

Outside Experience:

A maximum of eight (8) years outside experience will be allowed at the minimum rate of $100.00 per year, except that the chief administrator of the college may negotiate the beginning salary on the basis of training, experience, and the administrator's evaluation of the worth of the individual to the college and community, with the limitation that an instructor new to the college will not be paid a salary higher than that being paid to a present employee with comparable training, experience, and value to the community. At the discretion of the chief administrator, experience in fields of work related to the new instructor's major field may be counted as outside experience.

Increments:

Increments are not automatic but will depend upon the recommendation of the administration.

Special Provisions:

The above schedule and all provisions are subject to being increased, decreased, or held inoperative for a period of years, or abolished at the discretion of the Board of Regents.

Levels of Schedule:

To be eligible for the top three levels of the schedule, a majority of the additional hours (30, 60, doctorate) must be in the instructor's major, minor and/or related fields.

***Faculty Ranking System and Salary**

Rank	Qualifications	Salary limits
Instructor	M.A. or below	$ 7,700 - 9,800
Asst. Professor	M.A. + 30 + 4 years	8,700 - 10,400
Assoc. Professor	M.A. + 60 + 8 years	9,700 - 11,300
Lecturer	**A.B.D. + 2 years	9,700 - 11,900
Professor	Ph.D. + 10 years	11,000 - 14,200

*Progression from one rank to another must have the recommendation of the administrative officers.

**A.B.D. - All but dissertation.

Sections deleted:

Incentive Plan

Retirement Policies for College Employees

SALARY SCHEDULE OF A NONPUBLIC JUNIOR COLLEGE

[Name and Address of Institution]

FACULTY SALARY SCHEDULE

[Effective Date]

A. Full-Time Faculty

I. Professor . . . . . .$12,000 - $18,000 ($600 Annual Increment)

- Academic Preparation: Doctorate; or Master's Degree plus 45 credit hours, or equivalent. Continued study. Participation in professional institutes, conferences, etc.
- Professional Experience: Minimum of 10 years' successful teaching and related experience, including preferably at least 6 years at [Name of Institution] or other institution of higher learning.
- Competence/Performance: Breadth and depth of knowledge; outstanding teaching ability, as evidenced principally in student achievement and in sustained respect of both students and colleagues.
- Community Service: Outstanding leadership and creative contribution to the total objectives of the college, to the profession as a whole, and to the broad spectrum of human communities that provide the context for professional service.

II. Associate Professor . . . . . $9,500 - $15,000 ($500 Annual Increment)

- Academic Preparation: Doctorate; or Master's Degree plus 30 credit hours, or equivalent. Continued study. Participation in professional institutes, conferences, etc.
- Professional Experience: Minimum of 7 years' successful teaching or related experience, including preferably at least five years at [Name of Institution] or other institution of higher learning.

– Competence/Performance: Breadth and depth of knowledge; outstanding teaching ability, as evidenced principally in student achievement and in sustained respect of both students and colleagues.

– Community Service: Demonstrated capacity for professional leadership. Substantial contribution to the over-all objectives of the college, and to the development of the unique capacities of the individuals who comprise it, both students and colleagues.

III. Assistant Professor . . . . . .($400 Annual Increment)

*A. $7,800 - $12,000
*B. $6,600 - $10,000
} See A. and B. below for differentiation.

– Academic Preparation:

*A. Master's Degree or Equivalent. Continued study. Participation in professional institutes, conferences, etc.

*B. Bachelor's Degree or Equivalent, plus additional specialized training and certification. Continued study. Participation in professional institutes, conferences, etc.

– Professional Experience: Three or more years' successful teaching at the college level; or five years' successful teaching or related experience elsewhere.

– Competence/Performance: Proven competence in one's area of specialization. Interest in students, and ability to collaborate with colleagues. Consistently effective teaching and counseling.

– Community Service: Notable contribution to the college as a whole, and to civic and other communities, through achievements such as: significant curriculum development; initiation of innovative teaching methods; skilled counseling of students; generous participation in college-committee work; active involvement in professional associations; effective sponsorship of student activities and special projects; creative, artistic or literary work, etc.

IV. Instructor . . . . . .($200 Annual Increment)

*A. $7,400 - $10,500
*B. $7,000 - $10,000
*C. $6,500 - $ 9,000
} See A, B, C below for differentiation.

– Academic Preparation:

– Professional Experience:

*A. Master's Degree or Equivalent; Three or more years' full-time teaching or related experience.

*B. Master's Degree or Equivalent less-than-full-time teaching or related experience.

*C. Bachelor's Degree or Equivalent, plus active candidacy for Master's Degree or other advanced specialization. Two or more years' teaching or related experience.

– Competence/Performance: Evidence of interest in, and the ability to communicate with, the two-year college student. The capacity to communicate not only knowledge, but also understanding, values, and the will to learn independently. Contribution to the development of a "college community."

– Community Service: Evidence of substained professional growth, and of the capacity for fruitful collaboration with colleagues. Manifestation of interest in aiding the development of the students' and the college's potential for serving the needs of "the larger community of man."

B. Part-Time Faculty

I. Lecturer/Professor . . . . . .$250 per semester hour

– Qualifications: See description under A.–I./Full-time Professor above.

II. Lecturer/Associate Professor . . . . . .$240 per semester hour

– Qualifications: See description under A.–II./Full-time Associate Professor above.

III. **Lecturer/Assistant Professor** . . . . . (A) $230 per semester hour
(B) $220 per semester hour

– Qualifications: See description under A.–III./Full-time Assistant Professor above.

IV. **Lecturer/Instructor** . . . . . (A) $210 per semester hour
(B) $190 per semester hour

– Qualifications: See description under A.–IV./Full-time Instructor above.

SALARY SCHEDULE OF A PUBLIC TECHNICAL INSTITUTE

I. Applicability of Professional Schedule

The salaries of all professional personnel shall be determined in accordance with the terms of this schedule.

In unusual circumstances when the welfare of the institute clearly requires that exception to the schedule be made, the President is authorized to recommend such exception for approval by the Board of Trustees.

In all cases not clearly covered by the provisions of the schedule, the President shall make a decision on the basis of the most nearly related provisions.

The salaries provided herein shall be subject to such reduction as the Board of Trustees may deem necessary to bring the total expenditures within the expected income for any given year, or to such increase as the Board of Trustees may deem advisable and possible in the light of living costs or other factors.

II. Administrative Officers

The salary of the President shall be determined by the Board of Trustees. The Director-Dean and Division Heads shall be in accordance with the adopted Administrative Salary Schedule.

III. Base Rates for Professional Personnel

The base salary rates for all professional personnel other than administrative officers shall be fixed in accordance with the following table, subject to other regulations in this schedule.

For the 1970-71 school year, all teaching personnel will hold the rank of "instructor". During the initial academic year of operation the President and staff will develop basic requirements and evaluation procedures for the classification of personal personnel. Such criteria shall be subject to approval of the Board of Trustees and shall comply with all regulations of the [State] Board of Regents and the State Department of Education. The classification ranks shall be (1) Instructor, (2) Senior Instructor, (3) Assistant Professor and (4) Associate Professor.

For the purpose of applying the table, each instructor shall be placed in one of the salary classes indicated, the placement to be in accordance with the following requirements as to college preparation:

Class I (Bachelor's Degree or Equivalent). A teacher who possesses a Bachelor's Degree, but less than 150 semester hours of credit, shall be placed in Class I.

A teacher of a technical trade and industrial education program meeting the minimum standards for employment, as outlined in the *[State] Plan of Trade and Industrial Education,* by reason of successful seven (7) years journeyman experience in industry, or a combination of post-high school training and industrial experience, shall be placed in Class I. All work experience must have been directly related to the specific technical field in which the person is to teach.

Class II (Bachelor's Degree plus fifteen (15) semester hours). A teacher who possesses a Bachelor's Degree plus fifteen (15) semester hours of credit but less than 150 semester hours of credit shall be placed in Class II.

Class III (Five (5) Years Training or Equivalent). A teacher who possesses a Bachelor's Degree with a minimum of 150 semester hours of credit shall be placed in Class III.

A teacher of a technical trade and industrial education program meeting the qualifications for an eight (8) year vocational certificate as established by the Division of Certification and outlined in the *[State] Plan of Trade and Industrial Education* shall be placed in Class III.

Class IV (Master's Degree or Equivalent). A teacher who possesses a Master's Degree shall be placed in Class IV.

A teacher of a technical trade and industrial education program meeting the qualifications for an eight (8) year vocational certificate as established by the Division of Certification and outlined in the *[State] Plan of Trade and Industrial Education* and having a Bachelor's Degree in Education or Engineering, shall be placed in Class IV.

In determining the salary class placement of an instructor of technical subjects upon first employment, a year of work experience, either at the apprenticeship level or beyond, shall be accepted as a year of college credit; a total of four years of such work experience, or of four years of college training and work experience combined, shall be accepted in lieu of college graduation with a bachelor's degree. No work experience of any kind shall be accepted in lieu of college training unless such work experiences shall have been in or directly related to specific technology in which the person is to teach. In crediting college training and work experience combined, the college training shall be credited first.

Annually each instructor shall advance to the next higher salary indicated in the above table for the class in which the preceding year's service has been rendered, provided that no salary shall advance beyond the maximum for the appropriate salary class.

Except as otherwise provided in this schedule, a member of the professional staff must be employed and entitled to pay for at least 120 days of any school year to be eligible for an increment for the succeeding year. No fraction increment shall be allowed. In determining eligibility for an increment of an employee who enters subsequent to the opening of the school year, any days of teaching which such person has done elsewhere in the same school year shall be deemed as service for the purposes of this section.

Time spent on an authorized leave of absence for professional study shall be counted as teaching time in determining eligibility to an increment of salary, if the instructor on leave of absence shall have successfully completed during each semester of such leave a minimum of 12 semester hours of college work approved by the Director.

IV. Change of Class

Any instructor who, prior to September 15 of any year, submits to the President satisfactory evidence of having qualified for placement in a higher salary class by reason of additional preparations, shall advance to said higher salary class for salary purposes effective as of the beginning of the school year.

V. Initial Salary of New Employees

The initial salary of any person employed as an instructor shall be the appropriate minimum salary as provided in III of this schedule plus credit for each year of previous experience, provided, however, that the maximum credit for previous experience and military service credit combined shall not exceed ten years.

In crediting experience for teaching and military service combined, the military service shall be considered as having been credited first. For the purposes of this section, a year of teaching experience shall be defined as 120 days or more of actual contract service during any one school year, and shall include teaching on a substitute basis.

For the purpose of this section, any person who has served or who may serve in the Armed Forces of the United States shall be given service credit for the time spent in such Armed Forces. Such service credit shall be evaluated for the purpose of placement on schedule in terms of the number of full years of active military service. If the total time in years involves a fraction of 8 calendar months or more, such fraction shall be credited as a year of military service.

In determining the initial salary of an instructor of technical subjects, a year of work experience above the apprenticeship level shall be accepted in lieu of a year of teaching experience, except that a given period of work experience accepted under this schedule in lieu of college training shall not be accepted in lieu of teaching experience. No work experience of any kind shall be accepted in lieu of teaching experience unless such work experience shall have been in or directly related to the specific technology in which the person is to teach. If the total time in years involves a fraction of 8 calendar months or more, such fraction shall be credited as a year of experience.

VI. Casual Substitutes

Substitute Instructors employed on a day-to-day basis shall be paid at the rate of $22 per day.

VII. Part-time Instructors

The salary of any part-time instructor shall be reduced to a figure proportional to the fractional time for which appointed.

VIII. Special Supplemental Instructors

Instructors employed for specialized professional teaching or a part-time hourly basis shall be paid at the rate of $5.00 to $6.00 per hour dependent upon the recommendation of the Director. (Director's recommendation to be based on instructional teaching and experience.)

IX. Extended Time

Extended time beyond the annual term shall be paid on the basis of the supervisors current day rate.

[NAME OF INSTITUTION] PROFESSIONAL SALARY SCHEDULE

3 Quarter Basis (Effective July 1, 1970)

Years of experience	Class I B.A. Degree or equivalent	Class II B.A. Degree + 15 sem. hrs.	Class III 5 Yrs. Training or equivalent	Class IV M.A. Degree or equivalent
0	$5,900	$6,025	$6,150	$6,300
1	6,100	6,250	6,375	6,550
2	6,300	6,475	6,600	6,800
3	6,500	6,700	6,825	7,050
4	6,700	6,925	7,050	7,300
5	6,900	7,150	7,275	7,550
6	7,100	7,375	7,500	7,800
7	7,300	7,600	7,725	8,050
8	7,500	7,825	7,950	8,300
9	7,700	8,050	8,175	8,550
10	7,900	8,275	8,400	8,800
11	8,100	8,500	8,625	9,050
12	8,300	8,725	8,850	9,300
13	8,500	8,950	9,075	9,550
14				9,800

Sections Deleted:

Administrative Salary Schedule
Secretarial Salary Schedule
Data Processing Salary Schedule
Custodian and Maintenance Salary Schedule
Cafeteria Salary Schedule

HIGHER EDUCATION STAFF WITH AFFILIATED STATE ASSOCIATIONS
1971 - 1972

* – State Association Executive Secretary

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AGENCIES ASSISTING IN THE COLLECTION OF DATA FOR THIS REPORT

ARKANSAS	– Commission on Coordination of Higher Educational Finance, M. Olin Cook
COLORADO	– State Board for Community Colleges and Occupational Education, Gordon B. Pyle
FLORIDA	– Department of Education, Mrs. Virginia W. Christy
IDAHO	– State Board of Education, Kirk M. Sorensen
ILLINOIS	– Office of the Superintendent of Public Instruction, Parmer L. Ewing
IOWA	– Department of Public Instruction, Dr. William M. Baley, Charles R. Moench
MARYLAND	– State Department of Education, H. David Reese
MASSACHUSETTS	– Board of Regional Community Colleges, Therese C. O'Conner
MINNESOTA	– Higher Education Coordinating Commission, Dr. Carl H. Yoder
MISSOURI	– State Department of Education, Dale C. Schatz
NEW JERSEY	– State Department of Higher Education, Terrence A. Tollefson
NEW MEXICO	– Board of Educational Finance, Dr. Don Stuart
NEW YORK	– State University of New York, Robert R. Wright
TENNESSEE	– Higher Education Commission, Jerry H. Rust, Jr.
WASHINGTON	– State Board for Community College Education, Gilbert J. Carbone
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1971-R1 *Rankings of the States, 1971.* 76 p. $1.50. Stock No. 435-25464

1970-R13 *Faculty Salary Schedules in Colleges and Universities, 1969-70.* 44 p. $1.25. Stock No. 435-25458

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"Salaries Scheduled State-Wide for Faculty in Higher Education, 1970-71," October 1971, p. 84-87.

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